

Difficult path ahead for Bullock proposals

Opposition to the proposals on boardroom sharing in the Bullock report is expected to be published on Wednesday. The likely numbers of worker and shareholder representatives to sit on company boards, have been determined by industrial leaders.

Industry plans a drive to limit power-sharing

Mr. Thomas, a director of a large company, said that the proposals for boardroom sharing, to be published on Wednesday, will be a considerable obstacle to the implementation of full industrial democracy in the City of London because of confidentiality and the City's reputation abroad. However, Mr. Leif Mills, general secretary of the National Union of Bank Employees (Nube) and a member of the Wilson team inquiring into the City, yesterday described the proposals as "a code of conduct". There was no evidence, he said, that confidentiality had been affected in Sweden, Denmark or West Germany, he said.

An indication of official Conservative reaction to the report came yesterday from Mr. Prior, Opposition spokesman on employment, who said: "A report which concentrated on the statutory imposition of worker directors would raise fears and anger in industry which would set back the growth of meaningful participation and lead to a situation in which no law could work effectively."

He qualified that, however, with an assertion that a flexible and sensible approach to greater participation could be of enormous value to industry. It could usher in a united approach to industrial difficulties. Under six general headings he listed the criteria by which the Conservatives would judge the report, and it seems likely that it will fail to meet them on enough points to justify an immediate Tory outburst of indignation, on Wednesday.

Some of the criteria, for example, will be: "Does it recognize divisions within trade unions and what they can deliver?" and "Does it understand how much industry is already labouring under excessive legislation?"

If latest reports were correct, the proposals would mean the worst of all possible worlds, he said. "Management will be diminished, decisions bargained and delayed, and trade unions no longer able to take a truly representative stance."

Letters, page 13
Hugh Stephenson, page 17

Mr Mondale arrives in Brussels with pledge of US cooperation

From David Cross
Brussels, Jan 23

Just 90 hours after the new United States Administration took office, Vice-President Walter Mondale arrived in the European capital tonight pledging that President Carter would give high priority to cooperation and consultation with America's friends and allies.

"Moreover, we believe that the relationship which must be established is one in which ideas flow both ways across the Atlantic and all are involved in leadership," he added on arrival at Brussels airport.

"In my discussions tomorrow and throughout the week I will state this essential theme of President Carter's foreign policy to European leaders and ask their views on the political, economic and security challenges that face us."

Mr Mondale, who was speaking to the press in a vast aircraft hangar, said he was starting his 10-day tour in the European capital to symbolize a central theme of Mr Carter's foreign policy. "He supports the integration of Europe and the productive dialogue between the United States and the European Community and with our Nato partners."

The Vice-President said Mr Carter believed the security of all the Nato member states and the preservation of their democratic values rested on a strong Atlantic alliance.

Mr Mondale is to begin a gruelling round of discussions first thing tomorrow with a working breakfast for Mr Leo Tindemans, the Belgian Prime Minister. Courtesy requires that this distinguished supporter of a federalist Europe should be first to talk to him.

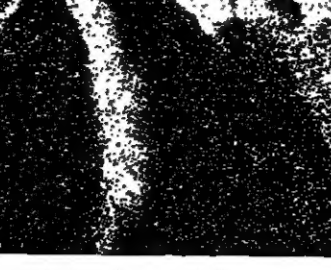
The Vice-President will then travel to the outskirts of the city to the makeshift headquarters of Nato for discussions with Dr Joseph Luns, the Secretary-

General, and permanent representatives of the 15-member alliance. These deliberations are almost certain to focus on East-West relations, with special emphasis on the present round of force reduction talks.

More detailed discussions with individual members of the alliance are likely to wait until Mr Mondale visits the various capitals later on his tour. But the continuing dispute between Greece and Turkey over Cyprus and other issues could be raised here, since visits to Athens and Ankara are not on the Vice-President's itinerary.

A last-minute addition to Mr Mondale's talks at Nato headquarters is to be General Alexander Haig, the commander of Nato forces in Europe, whose tough warnings about the Warsaw Pact's growing military capabilities are failing on increasingly receptive ears.

Continued on page 4, col 1



Vice-President Mondale, about to leave for a 10-day tour, being given a cheerful farewell by President Carter on the south lawn of the White House yesterday.

Mr Richard allowed to make television appeal to Rhodesians

From Michael Knipe
Salisbury, Jan 23

In an event unprecedented since Rhodesia's declaration of independence 11 years ago, a British Government official was granted access to Rhodesia television tonight to explain the British attitude to the constitutional issue.

Puffing contentedly on his pipe, Mr Ivor Richard, the British chairman of the suspended Rhodesia talks, parried some sharp questions and explained why Britain was unlikely to endorse an internal settlement which would exclude the Patriotic Front, the African nationalist faction led by Mr Joshua Nkomo and Mr Robert Mugabe.

It was the beginning of an eventful week in Rhodesia. Tomorrow Mr Ian Smith, the Prime Minister, is meeting Mr Richard and is expected to say whether or not he accepted British proposals for an interim government as the basis for further negotiation in Geneva.

Soon after that, the Rhodesian leader is expected to address the nation on radio and television and it is widely believed that he will announce radical plans for the scrapping of racially discriminatory legislation. On Thursday he is to face a special meeting of the national executive of the ruling Rhodesian Front, at which the conservative leaders of the party plan to challenge his decisions.

There is no doubt that Mr Smith finds the British proposals unsatisfactory and that he would rather stick to the "package deal" negotiated with Dr Kissinger. He may, therefore, reject the new British terms and press ahead with an attempt to reach an internal settlement with Bishop Muzorewa and the tribal chiefs, which would exclude Mr Nkomo and Mr Mugabe. Bishop Muzorewa is continuing to consolidate his internal, popular support.

However, there are two strong reasons why Mr Smith might decide to accept the British proposals as a basis for further negotiation in Geneva. He is reluctant to be blamed internationally for a breakdown of the Geneva Conference and he would dearly like more time to prepare for an internal settlement.

In the television programme, Mr Richard argued powerfully against the possibility of an internal settlement. He said he found it difficult to believe the Rhodesian Government was really considering such a strategy.

He explained that Britain would have difficulty endorsing such a settlement as it would not involve free elections and it would not have the effect of ending either the guerrilla conflict or sanctions.

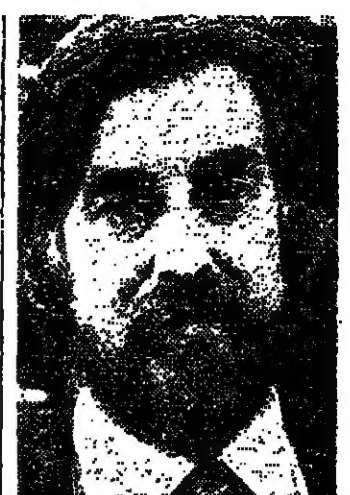
Dismissing the idea of holding a referendum among Rhodesians, he said that a nationalist leader for the interim period, he said it would not be a majority rule but merely a "glorified Gallup poll".

The proposed British resident commissioner, he said, would have "a balancing role" and "a great deal of constitutional power" and would be supported in exercising his powers by the armed forces.

Mr Richard said he could not believe that the present Rhodesian armed forces would not support the interim government once established.

Our Diplomatic Correspondent writes: The new British plan appears to have been received quite well by the African delegations. Mr Nkomo was quoted as saying in Salisbury yesterday that the proposals were objective and valid. It is not known if this view is shared by Mr Mugabe, his co-leader of the Patriotic Front, who tends to take a much harder line. Bishop Muzorewa has also commented favourably.

Bishop fails-through roof, and Lusaka bomb, page 4



Mr. Christopher Bailey: Lengthy arguments.

Government stalled on shipyard

By Martin Huckerby

As the House of Lords hearings on the Aircraft and Shipbuilding Industries Bill enter yet another week today, ministers are fuming impotently about the delays to their nationalization plans, caused largely by the obdurate opposition of one man, Mr Christopher Bailey, chairman of Bristol Channel Ship Repairs.

The Government is not alone in its anger. The shipbuilding and aircraft construction industries have generally accepted nationalization as a fact and simply wish the Government could complete its takeover, resolving the present state of uncertainty.

Mr Bailey is determined that his firm will not be nationalized and is pursuing with great vigour the issue that the Bill could be hybrid, because it treats some private interests unequally, and should be subject to a lengthy special procedure in the House of Lords.

The examiners of private Bills began hearing Mr Bailey's arguments about hybridity on December 20, and the end of the proceedings is not yet in sight. The Government hoped that it would be possible to complete the hearings before Christmas, and regards Mr Bailey as having carried out a filibuster for most of the time since then.

The hearings are in the Moses Room of the House of Lords, so named because it is dominated by a giant painting of Moses bringing down the tablets of law, and it has been suggested that Mr Bailey is a David challenging the Goliath of the Government.

But the roles seem to have been reversed. Mr Bailey, a burly, bearded figure armed with an apparently endless series of contentious arguments, has virtually compelled most of the proceedings so far.

On the second day of the hearing Mr Alistair McDonald, a Scot who is an assistant secretary in the Department of Industry, took the witness stand, and for nearly all the time since then he has been doggedly answering the questions of Mr Bailey, on such diverse subjects as contracts for the repair of Venezuelan destroyers and the pay of directors of ship-repairing firms.

As Mr Bailey went over the same ground again and again there were frequent protests from Mr Hugh Gannon, parliamentary agent for the Government. The impatient Mr Bailey, however, went on and on. It was not easy for the examiners to suggest that much

Continued on page 2, col 4

Reports of high party post for Mr Teng

From David Bonavia
Hongkong, Jan 23

The Chinese Foreign Ministry tonight refused to accept telephone calls from Hongkong about reports that Mr Teng Hsiao-ping had been appointed First Vice-Chairman of the Communist Party.

The news from Peking may be the final confirmation of Mr Teng's return to power. He was ousted as a "right deviationist" by a political campaign last April under the orchestration of Chiang Ching, Chairman Mao's wife. She and her radical political associates were arrested last October.

According to a Peking source, people were briefed about the appointment yesterday by Communist Party cadres in neighbourhood meetings. No indication was given of when the public announcement would be made.

Observers recall that when Chairman Hua Kuo-feng, Mao's successor, was named First Vice-Chairman last April, he was concurrently named Prime

Minister, which in effect is now the most influential single post in China.

Mr Hua is still Prime Minister, as well as Chairman of the party, but this is an anomalous situation.

Mr Teng's credentials as an organizer and party leader are already well-established—he is a veteran of the 1935 Long March—but there has been some doubt about the exact role which should be assigned to him now that he has been rehabilitated.

The Foreign Ministry's deliberate silence in response to telephone inquiries from Hongkong was justified by the Peking telephone operator on the ground that the ministry was "very busy".

However, it need by no means be taken as a sign that the reports of Mr Teng's vice-chairmanship are inaccurate. Over the past few months many reports were fed out unofficially in Peking days before the Foreign Ministry was prepared to confirm them.

Inherited troubles, page 12

Mr Powell may face prosecution by MP

By a Staff Reporter

Mr John Ryman, Labour MP for Blyth and a barrister, said yesterday that he would bring a private prosecution against Mr Enoch Powell over his latest remarks on immigration, if the Attorney General decided not to prosecute.

Mr Ryman had the necessary informations drafted yesterday, to be laid at the magistrate's court at Stretford, Manchester, where the speech was made, so that he can apply for a summons.

"I have formed the opinion," he said, "that even under the present law it is possible to prove the necessary ingredients of the offence, including an intention to stir up racial hatred, because an intention to stir up racial hatred can reasonably be inferred by a court from the context of the whole speech."

In addition, evidence might be adduced of Mr Powell's previous speeches, which would be admissible in evidence to prove a systematic campaign to excite racial hatred.

Hostile reaction, page 2

Although most comment was hostile, Mr Powell received support from voices as exotic as that of President Amle of Uganda, and as unexpected as that of Mrs Maureen Colquhoun, Labour MP for Northampton North and treasurer of the Tribune group.

According to Uganda radio, President Amin commended Mr Powell for his concern for the welfare of his fellow citizens, and agreed with him that "London is for Londoners".

Mrs Colquhoun said the Labour Party should listen to what Mr Powell was saying: "It is very difficult to comment on racial problems intelligently because one is labelled a racist. But the politicians have a real responsibility to look at what they have done in cities."

"I am rapidly concluding that Mr Powell, whom I had always believed to be a racist before I went into the House of Commons, is not one."

Hostile reaction, page 2

Virus worker is placed in isolation

Another laboratory worker from the Porton Down research establishment in Wiltshire, was in an isolation hospital last night after developing feverish symptoms. The man works in the virology department, which handles Marburg virus (green monkey disease), and Lassa fever virus.

The Department of Health said he was admitted to Coppenham Wood Hospital, north London, on Friday night as a precautionary measure. There was no accident or incident.

The new admission comes a month after Mr Geoffrey Platt, a Porton scientist, was discharged after catching the Marburg-type disease. Six people who had been in contact with the technician now in hospital were in voluntary quarantine yesterday. They are three adults and a child who live in the same house and two ambulance men.

The man's temperature was normal again yesterday, although he still had a sore throat and a headache.

Hostile reaction, page 2

Sandelson defeats party critics

Reporter

Mr Sandelson, Labour MP for Hillingdon, Hayes and Uxbridge, last night defeated a motion to elect a committee to consider the possibility of an independent Social Democratic candidate.

Support for the MP from several leading Labour figures, including Mr Callaghan, Mr Foot and Mr Ronald Hayward, the party general secretary, probably helped to sway the vote in Mr Sandelson's favour.

Mr Sandelson, aged 53, a barrister who contested parliamentary seats eight times before winning Hillingdon, Hayes and Uxbridge, has met particularly bitter criticism from Hillingdon Trades Council, which has a long tradition of championing extreme left-wing views.

The council passed a motion of no confidence in him over his wholehearted support for British membership of the EEC, and he was censured by the constituency party for his decision.



Mr Sandelson arriving for last night's meeting.

There was nothing to stop a similar motion being put forward again, but he thought that unlikely before the next general election.

Last night's meeting was the culmination of a move started several months ago when Mr John McDonnell, aged 25, a political studies student at Brunel University who worked full-time for the party during the summer, proposed the resignation motion at a branch meeting.

His move had the support of a strong group of left-wingers in the party who have criticized Mr Sandelson ever since he was selected to fight the strongly working class seat at a by-election in 1971 after the death of Mr Arthur Skeffington. It went the full course of the official procedure for removing

the sitting member as laid down in the party's rules.

The decision was a relief to the Government, who feared that a left-wing victory could have had damaging electoral consequences. It also averts the possibility of an embarrassing by-election, with Mr Sandelson standing as an Independent Socialist Democratic candidate.

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He was also criticized for refusing to condemn the jailing of the "Shrewsbury Two" building site pickets, and for organizing support for Mr Prance after he was disowned by his Newman, North-East, constituency party.

Drax breakdown may cost £8m

Drax power station in Yorkshire, Britain's newest coal-burning unit, has reduced its electricity output by two-thirds after cracks were found in the rotors of two 660 megawatt generating sets. Repairs and providing electricity from other power stations could cost £8m. The first new 90-ton rotor should be installed by the end of the month but it may be another two months before the second unit is back in operation.

Ulster 'council' plan

A plan for a county council-type administration in Northern Ireland is finding favour with the Official Unionist but increasing the strain on the "loyalist" coalition to which it belongs. Another idea for an "interim political forum" was aired by Mr Airey Neave, Tory spokesman on Ulster.

Madrid riot death

Madrid demonstrations claimed the life of a youth of 19 and several others were injured. The youth was shot as rival crowds clashed in the centre of the city. The demonstrators demanded an amnesty for all political prisoners.

Peel's grave disturbed

A group that opposes hunting has desecrated the grave of John Peel at Caldecott, Cumbria. A headstone was smashed and a stuffed fox's head thrown into the grave.

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Letters: On Canterbury and Rome (BBC 2); Miles Kingston on George Coleman at Ronnie Scott's; Concert notices
Sport, pages 6-8
Football: Norman Fox on Manchester City's title hopes; Rugby Union: Peter West on Lancashire reach the county championship final; cricket: John Woodcock diary, page 12
Start of a series of interviews with writers called in Ireland to avoid British income tax
Business News, pages 15-20
Financial Editor: Base rates

Wider powers sought for the health service

Fundamental changes in the National Health Service are suggested in a report to the royal commission by a group of partners in McKinsey, the management consultants who played an important part in the 1974 reorganization of the service. It is suggested that the area health authorities should have wider powers, including fund-raising.

Bhutto election claim

Mr Bhutto, the Pakistani Premier, has opened his election campaign by claiming that it was his decision to hold the March poll which caused Mrs Gandhi to announce a general election for India in the same month.

Hunt is second in Brazil

James Hunt, of Britain, was second in the Brazilian Grand Prix, over 10 seconds behind Carlos Reutemann, of Argentina, with Niki Lauder, of Austria, third. Only seven of the 22 cars finished because the track began to break up.

250,000 bricks 'lost': A deficiency of 1.75m bricks, valued at £60,000, in Lambeth Borough Council stockpiles is being investigated.

Labour NEC: Local councillors should be given seats on the national executive, a Fabian pamphlet suggests.

Cairo: Arab states rally to aid Egypt after food riots.

Washington: The Carters introduce the square dance to the White House scene.

Christian unity: Local factors rather than doctrinal difficulties may prove decisive in determining whether the churches will unite.

dilemma for the Clearers: The double premium as the pound gets stronger; Dividend restraint debate
Hugh Stephenson: Why Bullock's industrial democracy proposals could become a political playing business; Features: Frank Vogel assesses how long Mr Carter can expect to enjoy the support of Congress
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HOME NEWS

Ulster council scheme put strain on 'loyalist' coalition

From Christopher Walker Belfast

Moves will be made this week to have the policy of immediate administrative devolution in the form of a county council-type administration adopted as the programme of the Official Unionists, Northern Ireland's largest single political grouping.

The scheme, first outlined last December by Mr James Moynihan, leader of the United Ulster Unionist MPs at Westminster, has represented the one serious possibility of achieving some political movement since the Convention collapsed.

The plan will be discussed at a special meeting of the party executive in Belfast on Friday. Political commentators believe there is a strong chance that it will be adopted, as it is supported by many influential members, including the Rev Martin Smyth, leader of the Orange Order.

It would involve the immediate establishment of a council at Stormont to handle exclusively administrative matters. It would function through a committee system. Supporters on the "loyalist" side see it as leading in the long term towards a fully devolved local administration with legislative as well as administrative powers.

If the official Unionists adopt

the scheme as policy, it could have serious repercussions for the three-year-old loyalist coalition.

The other constituent parties, the United Ulster Unionist Movement, led by Mr Ernest Balfour, and the Democratic Unionists, led by the Rev Ian Paisley, have rejected the plan.

They regard it as a watering down of their repeated demands for a return to majority government of the type abolished in 1972 and see it as a way of allowing power-sharing by the back door.

The administrative devolution alternative is certain to feature prominently at talks scheduled to take place this week at Stormont between the Official Unionists and Mr Mason, Secretary of State for Northern Ireland.

He will have separate talks with the mainly Roman Catholic Social Democratic and Labour Party. Most of its leaders have reacted unfavourably to the plan.

Last night, detectives were trying to identify the bodies of two men found yesterday in the back seat of a car parked near a social club organized by the Ulster Defence Association in the Shankill Road district of Belfast. It is believed that the victims, whose bodies were badly charred, had been murdered and that the fire was an attempt to cover up evidence.

Tory idea for 'interim political forum'

By David Leigh Political Staff

Conservative proposals for a way forward from the political impasse in Northern Ireland were aired vaguely in London on Saturday by Mr Airey Neave, Tory spokesman on Ulster.

Ministers are responding tepidly to the idea of a "interim political forum". The Moynihan plan for a county council-type administration is also meeting a subdued response.

Mr Neave produced some criticisms of details of the British handling of the continuing violence and destruction in Northern Ireland when he addressed a Conservative conference in London.

But he denied that Conservatives were seeking a military solution to the conflict. Last week he called for severe measures, including greater deployment of the Special Air Service Regiment, to bring about a year of victory over terrorism.

He repeated that in greater detail at the weekend, complaining that known IRA leaders

were not being arrested and that western newspapers were too "impartial" between terrorism and democracy.

But he emphasized that "democratic politics" had to be kept alive in Northern Ireland if paramilitary leaders and bully-boys were not to get stronger, setting back political progress for decades.

That is why the Conservative Party are considering plans for an interim political forum for Northern Ireland which will discuss with the various political parties in the province.

What some Conservatives are keen to see is a Council of State in Northern Ireland, made up of various politicians and representatives of interest groups. It would not be elected, but nominated by an independent person, and would consider Northern Ireland secondary legislation.

Such a council would be a strictly interim affair, unconnected with any moves to administrative devolution. It would be designed to improve government of Northern Ireland, as well as to nurture local politicians.

MP worried by drug-takers on US submarines

The Scottish National Party, whose policy is to rid Scotland of nuclear bases, said yesterday that it was worried by the disclosure that one of the United States Polaris missile-carrying submarines from the Holy Loch had drug-takers among its crew.

The concern was expressed by Mr Ian MacCormick, MP for Argyll and Bute, in his constituency.

Nine members of the crew of the nuclear submarine USS Casimir Pulaski, one of the Lafayette class of ballistic-missile-carrying submarines, have told their officers that they were "on pot". They are being sent back to the United States for medical treatment.

Mr MacCormick said yesterday that he would ask the United States naval authorities to make a thorough inquiry.

Commander Gene Wentz, of the US Navy Headquarters, Europe, said that the nine men had been on soft drugs, mainly marijuana. They were in non-specialist jobs, with no possibility of access to the controls, the missiles, or the reactor.

The weekly "Regional report" will in future be published on Tuesdays, beginning tomorrow.

Union 'abuse of power' seen as threat to freedom

The communist infiltration of the Labour Party, the abuse of power by trade union leaders and the "excessive size of the state" were the three main threats to individual freedom in Britain, Mr Eileen Griffiths, Conservative MP for Bury St Edmunds, said in London on Saturday.

He was speaking at a meeting on the defence of freedom organised by the Conservative Political Centre, and referred to the Post Office workers' plan not to deliver post to South Africa for a week as an example of abuse of power by trade unions.

"Who is Tom Jackson of the

Post Office Workers' Union to tell you that you cannot write to your daughter in South Africa? Thank heaven for her Majesty's judges, who dared to stand up for liberty," he said.

"The closed shop imposed on millions the choice of the highwayman. Instead of 'your money or your life', it was now 'your job or your freedom'."

He called for an intellectual counter-attack by the Conservatives to rid the country of "that mishmash of neo-Marxist and Fabian self-righteousness that has dominated and shamed British politics since the Second World War."

Royal Court crisis talks

By a Staff Reporter

The board of the Royal Court Theatre, in London, is to meet today to discuss "the future of the artistic direction of the company."

Notice was short and the meeting is unlikely to be well attended. Discussion will be dominated by the theatre's financial crisis and the Arts Council's warning that it is not prepared to increase subsidies unless satisfied that something

is being done to improve the Royal Court's trading balance while retaining its artistic integrity.

That has raised the possibility of closure and led to the resignation of Mr Robert Kidd, one of the company's two artistic directors. The board, which includes Mr John Osborne, is expected to confirm the appointment of Mr Stuart Burge to replace Mr Kidd.

Leading article, page 13

Prosecuting Mr Powell 'might make matters worse'

By a Staff Reporter

The repercussions of Mr Enoch Powell's latest remarks about immigration, with their propensity of civil war in Britain, continued to reverberate all weekend, with pleas for and against his prosecution.

Mrs Maureen Colquhoun, the Tribune group MP who supported his views, was rebuked by Sidney Bidwell, Labour MP for Ealing, Southall, and a past chairman of the Tribune group. He said: "Enoch Powell, who has long been regarded in Parliament as up the pole on race relations matters, is a natural magnet for that element of British society which seeks to blame all its misfortunes on the presence of coloured people in our growing, multi-racial society."

Mr Bashir Maan, President of the Standing Conference of Pakistani Organisations in Britain, and deputy chairman of the Commission for Racial Equality, sent telegrams to the Prime Minister, the Tribune group and others calling for Mrs Colquhoun to be disciplined. "Does she mean that Powell is right? If that is the case, she must be expelled from the Labour

Party. There is no room for her in the socialist movement. She had better join the National Front," he said.

Mr David Lane, chairman of the Commission for Racial Equality, described Mr Powell's speech as "dangerous and deplorable." "It is a destructive message of hatred that he is putting across. The effect of his latest outburst, as on previous occasions, can only be to increase tension, arouse fear, and stir up hatred."

An emergency meeting of the Standing Conference of Pakistani Organisations yesterday decided to seek counsel from lawyers on whether it could bring a private prosecution against Mr Powell, and passed a resolution that the speech was "not only an insult to the minority communities, but also a danger poised to rip the heart of British decency and traditions of unity."

Mr Ronald Hayward, general secretary of the Labour Party, told the Indian Workers' Association at Southall on Saturday that it was Enoch Powell, and not the Commonwealth immigrant, who was alien to the British way of life.

Mr Winston Churchill, MP for Streatham, which has a large immigrant population, was angry that Mr Powell had made an inflammatory speech in his constituency without informing him.

"I particularly resent Mr Powell's self-comparison to my grandfather and his warnings of the rise of Hitler. Far from warning of the dangers of large-scale immigration to Britain at a time when the problem could have been avoided, Mr Powell was part of the political generation responsible for that immigration," he said.

Mr Mark Bonham Carter, chairman of the Community Relations Commission, said the speech was that of an old man in a hurry. He would be sure to make a speech in a hurry to some, and do him more good than harm. We should not try to silence his opinions. Our purpose should

be to make those views unacceptable to the people of this country by argument, by allaying the fears of some sections of the white population, and by removing the disadvantages of the minority communities."

Mr Pratul Patel, secretary of the Committee of United Kingdom Citizens, agreed that Mr Powell might welcome a prosecution.

He has written to the leaders of the three main parties calling on them to avert disaster over race relations. In his letter Mr Patel says: "Mr Enoch Powell's crime is not in stating that there is a race relations problem."

"We all know that there are problems of racial equality and urban deprivation. The indictment which could be made against Enoch Powell is that he poses these problems in the language of violence when he should be appealing for tolerance."

"It is not enough to call for Mr Enoch Powell's prosecution. It could make matters worse. In all probability it is just what he hopes could

happen when the Race Relations Act on April 1."

The Confederation of British Industries said it was not a time to come closer to ourselves, but to come closer to the social status of the co-grants."

Reconciliation pleads a reconciliation between Britons and Indians. Britain has been a Confederation of Nations, with members (our kinsmen) who have written a message to the P and Home Secret has been chosen and for half a x children and young were born here I home they have I dings already he loyalty is now x Kingdom."

The message from deration's preside Moshier, was celebration of the seventh Republic the first time in night.

Housing action areas may need more help

By John Young Planning Reporter

Concern is growing about the number of owner-occupiers in housing action areas who may face compulsory purchase of their homes because they cannot pay the mortgage.

The situation which appears not to have been foreseen when the Housing Act, 1974, was passed, may force the Government to increase the size of grants and make them more widely available.

The purpose of declaring a housing action area is to ensure that all property within its boundaries is brought up to a minimum standard which will guarantee a further life of at least 30 years. Once it has been approved by the Department of the Environment, the local authority can require every owner to carry out specific repairs and improvements within five years. Should an owner refuse, the authority may purchase his house and carry out the work itself.

One of the problems of the housing action area is to ensure that all property within its boundaries is brought up to a minimum standard which will guarantee a further life of at least 30 years. Once it has been approved by the Department of the Environment, the local authority can require every owner to carry out specific repairs and improvements within five years. Should an owner refuse, the authority may purchase his house and carry out the work itself.

What was evidently overlooked, however, was the fact that many inner-city areas consist of large Victorian houses, which were built for the middle class and often wanted to make new departures in their working life.

He hoped that Britain would return to full employment and that a system could be introduced where all people who wanted to work after normal retirement age could do so. Not enough effort was being made to sell the merits of the older worker.

"If we are ever going to have changes in the development of work opportunities for older people we are going to have to get rid of discrimination. If we want to change their employment prospects as regards recruitment and promotion I have a feeling that we will have to introduce an age discrimination Act," he said.

Professor Fogarty, aged 60, has changed employers three times in the last 10 years. He said mid-career counselling should be a first priority in helping the eleven million people in Britain aged between 45 and retirement. They had to be prepared on how to use effectively the second part of their lives.

"One of the things that will have to come in the future is a flexible retirement. A rather impressive amount of people would like to go on working, at least part-time, after the compulsory retirement age," Professor Fogarty estimated that between 30 and 40 per cent of people retiring at the statutory age were in that category.

Call to sell merits of older workers

By Sue Reid

The Times Higher Education Supplement

Britain will have to extend present anti-discrimination legislation to protect older workers, Professor Michael Fogarty, senior Fellow of the Centre for Studies in Social Policy, has predicted.

Speaking at Goldsmiths' College, London, on Saturday, on the difficulties of the middle-aged, Professor Fogarty said that routine in marriage and work often hindered the personal development of that age group, but research and experience had shown that people in middle age could learn new skills and often wanted to make new departures in their working life.

He hoped that Britain would return to full employment and that a system could be introduced where all people who wanted to work after normal retirement age could do so. Not enough effort was being made to sell the merits of the older worker.

"If we are ever going to have changes in the development of work opportunities for older people we are going to have to get rid of discrimination. If we want to change their employment prospects as regards recruitment and promotion I have a feeling that we will have to introduce an age discrimination Act," he said.

Professor Fogarty, aged 60, has changed employers three times in the last 10 years. He said mid-career counselling should be a first priority in helping the eleven million people in Britain aged between 45 and retirement. They had to be prepared on how to use effectively the second part of their lives.

"One of the things that will have to come in the future is a flexible retirement. A rather impressive amount of people would like to go on working, at least part-time, after the compulsory retirement age," Professor Fogarty estimated that between 30 and 40 per cent of people retiring at the statutory age were in that category.

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Call to sell merits of older workers

By Sue Reid

The Times Higher Education Supplement

Britain will have to extend present anti-discrimination legislation to protect older workers, Professor Michael Fogarty, senior Fellow of the Centre for Studies in Social Policy, has predicted.

Speaking at Goldsmiths' College, London, on Saturday, on the difficulties of the middle-aged, Professor Fogarty said that routine in marriage and work often hindered the personal development of that age group, but research and experience had shown that people in middle age could learn new skills and often wanted to make new departures in their working life.

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'Loss' of 1.75m bricks from council stock

By Diana Geddes

An unaccounted "loss" of 1,750,000 bricks valued at about £50,000 from Lambeth Borough Council stockpiles of second-hand bricks is being investigated by the council's director of labour building department.

A report by the district auditor, which is to be debated by the full council on Wednesday, says a survey of the stockpiles last March disclosed a "deficiency" of a million bricks. Another recent stock-taking showed that the deficiency had increased to 1,750,000.

"These deficiencies are in large measure due to lack of precision in the recording of receipts and issues," the auditor says.

Commenting on the report, the Lambeth finance and general purposes committee says: "There is, of course, a wastage factor resulting from the handling of second-hand bricks when they are put into stockpiles and subsequently taken out and put on to building sites."

A report was being prepared by the council's construction services department, which the committee understood would largely account for the discrepancy.

The council suggested that it

should be possible to certify to be the existing stockpile dealt with, and procedures to be followed by the council's director of labour building department.

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Teacher dismissed over Bible stories is to appeal

Mr John Watson, head of the religious education department at Rickmansworth School, who was dismissed for teaching the biblical "Genesis" view of creation instead of the evolutionary view favoured in the agreed syllabus, intends to plead before an industrial tribunal that he was wrongfully dismissed. He is also considering taking legal action under the Education Act, 1944.

His headmaster asked him to keep to the agreed syllabus last autumn, and when he refused the governors suspended him. The council council supported the governors.

Mr Watson, who lives in Pinetree Close, Chalfont St Giles, Buckinghamshire, was a missionary in India for 16 years and is the author of two books

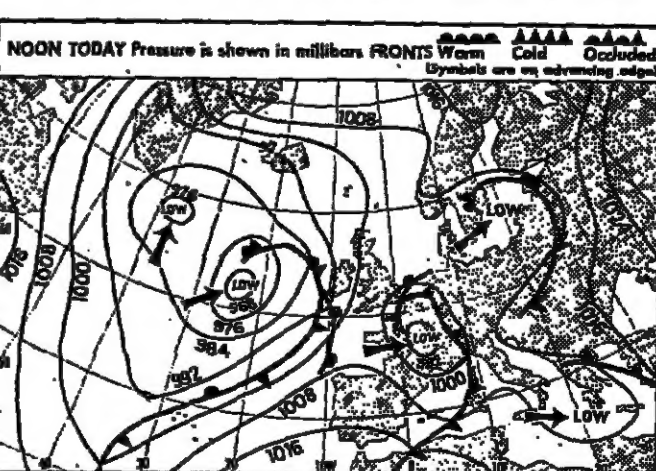
that put forward the theory of creation. His book entitled *Genesis* was published last year.

The book "turns the theory of evolution on its head," he says. "As far as I am concerned, Darwin's theories are complete."

"Real science is experiment, but my children should be told the other side of the argument," Mr Watson said.

Mr Watson was head of the department in 1975, but was not shown a syllabus until nine months later. He said the syllabus was "liberal" instead of "Hebrew religious

Weather forecast and recordings



NOON TODAY Pressure is shown in millibars. Fronts shown as on accompanying map. (Symbols are on accompanying map)

Today

Sun rises: 7.50 am Sun sets: 4.36 pm

Moon rises: 9.39 am Moon sets: 10.45 pm

First quarter: January 27

Lighting up: 5.55 pm to 7.15 am

Slight rain: London Bridge, 4.40 am, 7.2m (23.7m); 5.6 pm, 7.2m (23.6m); Avonmouth, 10.15 am, 12.9m (42.4m); 10.30 pm, 12.4m (40.7m); Dover, 1.40 pm, 6.6m (22.2m); 2.6 pm, 6.4m (21.0m); Hull, 9.14 am, 6.8m (22.4m); 9.12 pm, 7.1m (23.2m); Liverpool, 2.4 am, 8.8m (28.3m); 2.19 pm, 9.0m (25.6m).

Pressure will be low over the British Isles, with frontal troughs moving from W across most parts. Forecast for 6 am to midnight: London, SE, central S; England, rain in places, rather cloudy; fog patches, few bright intervals; wind variable, light, becoming SW, max temp 6°C (43°F); least fog patches clearing slowly, bright intervals; wind mainly NE, light, backing W; max temp 7°C (45°F).

S. central, N. NE, Borders, Edinburgh, Dundee.

WEATHER REPORTS YESTERDAY MIDDAY: c. cloud; f. fair; r. rain; s. sun; n. snow.

Abertawe 10.5, 12.5, 14.5, 16.5, 18.5, 20.5, 22.5, 24.5, 26.5, 28.5, 30.5, 32.5, 34.5, 36.5, 38.5, 40.5, 42.5, 44.5, 46.5, 48.5, 50.5, 52.5, 54.5, 56.5, 58.5, 60.5, 62.5, 64.5, 66.5, 68.5, 70.5, 72.5, 74.5, 76.5, 78.5, 80.5, 82.5, 84.5, 86.5, 88.5, 90.5, 92.5, 94.5, 96.5, 98.5, 100.5, 102.5, 104.5, 106.5, 108.5, 110.5, 112.5, 114.5, 116.5, 118.5, 120.5, 122.5, 124.5, 126.5, 128.5, 130.5, 132.5, 134.5, 136.5, 138.5, 140.5, 142.5, 144.5, 146.5, 148.5, 150.5, 152.5, 154.5, 156.5, 158.5, 160.5, 162.5, 164.5, 166.5, 168.5, 170.5, 172.5, 174.5, 176.5, 178.5, 180.5, 182.5, 184.5, 186.5, 188.5, 190.5, 192.5, 194.5, 196.5, 198.5, 200.5, 202.5, 204.5, 206.5, 208.5, 210.5, 212.5, 214.5, 216.5, 218.5, 220.5, 222.5, 224.5, 226.5, 228.5, 230.5, 232.5, 234.5, 236.5, 238.5, 240.5, 242.5, 244.5, 246.5, 248.5, 250.5, 252.5, 254.5, 256.5, 258.5, 260.5, 262.5, 264.5, 266.5, 268.5, 270.5, 272.5, 274.5, 276.5, 278.5, 280.5, 282.5, 284.5, 286.5, 288

WEST EUROPE

Gunmen shoot student dead during three-hour police battle with demonstrators in Madrid streets

From Harry Debellus
Madrid, Jan 23

A student, aged 19, was shot dead and several people were injured when pro-amnesty demonstrators fought police and right-wing groups in the centre of Madrid for three hours today.

The shooting took place in the Plaza Santa Maria Soledad, one short block from Madrid's main street, the Gran Vía. According to a young woman who claimed to have seen the incident, four young men, dressed in dark clothing and with short hair cuts, approached a group of shouting demonstrators. One of the four yelled: "We have come to kill you sons of whores" and he fired two shots at point blank range at a dark-haired youth.

This differed slightly from the version broadcast by the national radio, which mentioned only two assailants, one of them elderly.

The demonstrators, shocked at the sound of gunfire, started to run, and the victim, Señor Arturo Ruiz Garcia, also ran a few steps before collapsing, witnesses told *The Times*. Helmed riot police, already approaching the Plaza in pursuit of the demonstrators, arrived immediately after the shots rang out, but the gunmen had already disappeared in the confusion.

In addition to the shooting, other attacks were carried out against suspected demonstrators by bands of men, armed with knives and clubs. Outside a church only one block from the scene of the shooting, I saw one such gang beat up several presumed demonstrators.

One shouted: "We should kill you" as he kicked a long haired youth wearing a leather jacket.

The attackers were men in their thirties, most of them wearing ordinary dark business suits. They launched their attack from the doorway of a church where an annual Mass is said for the repose of the soul of Adolf Hitler. It is frequented

by members of the right-wing extremist organization *Warcors* for Christ the King.

Today's demonstration was not Madrid's biggest, but it was undoubtedly one of the best organized by the demonstrators, and one of the longest and noisiest. The demonstrators probably did not number more than a few thousand. The largest group to gather at one time totalled about 1,000, and police scattered them by making charges with speeding jeeps and by firing rubber bullets.

Demonstrators fled into narrow streets alongside the Gran Vía and dragged dozens of parked cars across the street to block the way of pursuing police vehicles. Then the demonstrators, as if by previous arrangement, regrouped at several successive points. After the demonstration had been going on for more than two hours, with police jeeps crapped behind barricades, police put men on horseback into the fray, to make their way around the barricades.

There is a strong suspicion among opposition elements that the Argentine right-wing terrorist organization AAA may have taken part in some of the assaults on demonstrators. On a street leading to the Plaza where the shooting occurred, a voice with a distinctly Argentine accent barked out an order to a journalist to refrain from picking up leaflets scattered by demonstrators. The man giving the order seemed to speak with authority, and he kept his right hand in his coat pocket. He was about 35 and dressed in civilian clothes.

Today anarchists seemed to dominate the ranks of the demonstrators. Their demonstration, which had previously been banned, was in favour of freedom for all political prisoners, including those held in connection with violent activities.

William Chislett writes from Amorebieta near Bilbao: "Man does not live by food alone, but also by total amnesty" read one

of the slogans in the church belfry here where 10 Basques have just ended a hunger strike after five days.

The slogan was drawn whimsically on the back of a picture of ham, egg and chips; and in the end the men were conquered by their stomachs. None the less, they feel that their strike has drawn attention to the amnesty problem and has been the cause of at least one demonstration.

Huddled together in sleeping bags about 200ft up in the belfry, the 10 took only water for five days. A doctor, the parish priest and a few friends were allowed up every day. The police did not bother them.

Seven of the strikers have spent up to two years in prison for illegal association or illegal propaganda, several without trial, and the other three have imprisoned relatives.

The *ikurrina*, the recently legalized Basque national flag, was pinned to a damp wall when I visited them the day before their strike ended. One of the first questions they asked me was how successful was the IRA in its campaign of violence to achieve home rule. The 10, who made no secret of their sympathy for it, if not membership of it, were eager to hear news about what they see as a sister organization.

"We make no difference between the political and violent struggle," one of them said. "Just because some things have changed and we are starting a political struggle, this does not mean that violence will not be used if necessary. This depends on the political conditions of the moment."

Beneath the bravura there was a rather frightening insight into the mentality of a hard-core minority of young Basques. The dividing line between sympathy and militant became blurred. Total amnesty was a precondition for democracy, they all agreed; and without it there was no chance of peace in the Basque country.

Rhine Army costs issue at Chequers

By Our Diplomatic Correspondent

Herr Schmidt, the West German Chancellor, and Mr Callaghan began their talks at Chequers last night with a survey of the economic outlook. A variety of European Community topics is on the agenda, including the proposed economic summit with the United States.

The only major bilateral issue which the Prime Minister is likely to raise is offset costs for British troops in West Germany. Britain wants to renew this agreement, perennially a source of friction, and the West German Government is reluctant to do so. The cost of maintaining the Rhine Army was estimated at £400m in 1975-76, of which Bonn contributed five per cent or £20m.

The general discussions continue at Downing Street today.



Herr Schmidt, the West German Chancellor, arriving at Northolt yesterday evening before going on to Chequers.

Spanish nun canonized by the Pope

From Our Correspondent
Rome, Jan 23

The Pope today canonized Sister Raffaella Maria, a Spanish nun who founded a religious order, the Congregation of the Handmaids of the Sacred Heart of Jesus.

St Raffaella, born into a rich family near Cordoba in 1820, took vows of chastity at the age of 15 and dedicated herself to helping the needy.

Danish elections

Copenhagen, Jan 23—Mr Anker Jørgensen, leader of Denmark's Social Democratic minority Government, dissolved the deadlocked Folketing yesterday. General elections will be held on February 15.

Mr Mondale's gruelling schedule

Continued from page 1

After a private lunch with his staff, Mr Mondale will spend the early afternoon with Mr Roy Jenkins, the new President of the European Commission, and other members of the EEC's policy-formulating body. These discussions will centre on the faltering world economic recovery, monetary problems, forthcoming international trade and aid negotiations and possibly energy questions.

The Commission is particularly anxious to discuss the package of measures proposed by President Carter to stimulate the American economy. There has been some disappointment in many parts of Europe about

EEC plan to license 38 Soviet block trawlers

From David Cross
Brussels, Jan 23

Only 17 Soviet, East German and Polish vessels would be allowed to fish in the European Community's new 200-mile zone at any one time under a tough formula which has been worked out in Brussels.

Recently, there have been as many as 70 Russian, eight East German and six Polish ships in the Community's waters and they have been rapidly exhausting the three-month quota of fish set by the Nine last month.

Last week EEC Foreign Ministers decided that overfishing must stop and asked officials in Brussels to work out a strict licensing system for a limited number of East European vessels.

The officials agreed tentatively that the British Government, in its capacity as chairman of the EEC's Council of Ministers, should issue licences for named Russian, East German and Polish ships. Of this number only 27 vessels, mainly Russian, would be permitted to fish at any one time.

The decision, in principle, has to be ratified by member governments this week. If no objections are raised, and this is by no means certain, the decision would be relayed to the East Europeans this week. It would take effect from February 1.

The licensing system would last until the beginning of April.

The most important officials accompanying him are concerned with economic matters. They are Mr Richard Cooper, Under Secretary of State-designate, Mr Fred Bergsten, Assistant Treasury Secretary-designate, and Mr Robert Hormatz, an international economist, expert on the staff of the National Security Council.

Mr Arthur Hartman, Assistant Secretary of State for European Affairs, is another senior member of the party, which also includes newly-appointed leading officials for defence and national security affairs.

Vice-President Mondale has my complete confidence as a person, the President said at today's send-off.

Mr Mondale, who is well known to European politicians from his attendance, as Senator, at such international meetings as Bilderberg conferences, replied that his prompt departure demonstrated "immediately and dramatically" the importance of the new Administration placed on the Allies and cooperation.

The Mondale journey occasioned the Administration's first press background briefing by Press Secretary Zbigniew Brzezinski, the President's National Security Adviser. The Vice-President's message would be one of both continuity and change in American foreign policy, it was stated.

Business News, page 15

OVERSEAS



The French President and King Khalid watch the royal victory in a camel race yesterday.

French officials play down economic benefits of Giscard visit to Riyadh

From Paul Martin
Riyadh, Jan 23

President Giscard d'Estaing dined Bedouin-style with his Saudi Arabian hosts tonight as the talks continued on the "special relationship" between the two countries. Earlier, the French head of state had another taste of folklore when he attended a track meeting which featured a camel race won by a mount owned by the son of King Khalid.

In the first 24 hours after the President touched down in Concorde, French officials have done everything to quash talk of an economic boom emanating from his four-day stay, although this clearly lies behind it.

The first official indication of this came after Mr Giscard's powerful Crown Prince today. It was announced the two leaders discussed energy matters, which it was made clear by Saudi officials—meant oil supplies and prices relating to France.

But the discussion was not one-sided because the Saudis are interested in the energy which France can supply them—in the field of nuclear development.

An accord on nuclear co-operation between the two countries was agreed when Prince Fahd visited France last July. As the most active Western exporters of nuclear technology after the United States, the French are anxious to sell the Saudis a small reactor which would enable them to begin their own nuclear research programme.

Another arms deal also seems to be a likely result from the visit and there is also mention of a possible loan from Saudi Arabia to boost the French economy.

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Carters bring square dance to Washington

From Fred Emery
Washington, Jan 23

The inaugural celebrations died hard in Washington. Free concerts were still being given this weekend and only today could the President and Mrs Carter get up without the prospect of standing for hours at the head of the receiving line of yet another White House reception.

Yesterday they received the Congress and the diplomatic corps, most of whom were meeting Mr Carter for the first time. An exception was Sir Peter Ramsbotham, British Ambassador, British

ambassador, who was invited to one of the first Georgetown dinner parties last spring at which the Washington political establishment tried coming to terms with the Georgian upstart.

However, for the people who came here from "Middle America" there can be little doubt that the most memorable wind-up event of them all was the mass free admission square dance on Friday evening.

At least 15,000 attended, most of them expert, and bore witness that square dancing is alive and well across the continent.

It was held again at the National Visitor Centre, the converted railway terminus. The place is another world from the draught and grime of

the great London to carpeted, heated, and is icily ornate.

On Friday night was an intricate whirl, with twangy and colourful costumes that square dancers come some way from jeans and gingham. The proficient dance mostly middle-aged although black gr the South were there baps because of his former rather grime-faced enjoyment.

One bulky lady bama who had the step explained that network of clubs country. They pract 75 variant even a variety of dances, i other clubs, took p petitions and, of co their own dresses.

The Carters did. But the whole aff with the gathering's tist hymns, gave s what Mrs Rosalyn in mind for Wh receptions.

If Mr Callaghan tends because of his leader to call her ter learn a few "Ale Do-si-Do's". It is cut than it looks. Dis

President puts his Cabinet together and joins a ch

From Our Own Correspondent
Washington, Jan 23

President Carter, fresh from joining the First Baptist Church here where he promised to teach regularly at Sunday school, today held the swearing-in of eight of his Cabinet members and four top officials. Justice Warren Burger administered the oath at a ceremony in the East Room of the White House.

Of the three appointees still to be confirmed, Mr Carter jokingly chided the Senate for being a little stronger on advice than on consent.

The three have faced lingering opposition and will be subject to a full roll call vote later this week which all are expected to pass. The most controversial is Mr Griffin Bell as Attorney General. His appointment is as much criticised on the grounds of "cronyism" as on objections to his alleged lack of enthusiasm for civil rights while a federal appeals court judge for the Deep South.

Facing only slight opposition is Mr Joseph Califano and Dr F. Ray Marshall, appointed to head the Department of Health, Education and Welfare, and the Department of Labor respectively.

Speaking at the ceremony Mr

Carter repeatedly "superb" qualities his voice and had for each. But most was what he said o Cabinet members.

Mr Bert Lance, a powerful figure as the Office of Manag Budget, he describe the "best of the world". Dr Brzezinski, his Naizor Adviser, he describe one who's helped among all others, about foreign policy on advice than on consent.

the "President's m Mr Nixon, Mr Carter never would his stai superior position to the "Cabinet". B Although the majo would be made by me, taries will run the ments."

The Baptist church joined is associated Southern Baptists. 8, 500-strong congrega one police and secu hymn, and then a ward to profess the Christ. They were and his wife, their Amy, aged nine, on two daughters-in-law

Top journalists join the President's team

From Our Own Correspondent
Washington, Jan 23

Journalists are flocking to the Carter Administration. The latest is Mr Jerrold Schecter, diplomatic editor of *Time* magazine, whose appointment as associate White House press secretary with special responsibility for national security matters and congressional liaison is to be announced shortly.

He is to work under Dr Zbigniew Brzezinski, the President's National Security Adviser.

The chief spokesmen at the State and Defence Departments are also former journalists. Mr Hodding Carter, former editor and associate publisher of the *Delta Democrat-Times* at Greenville, Mississippi, has already been appointed by Mr Cyrus Vance, Secretary of State. Dr Harold Brown at the Pentagon is to call on Mr Thomas Ross, until recently Washington bureau chief of the *Chicago Sun Times*.

Mr Leslie Gelb, an admired diplomatic correspondent of *The New York Times*, who worked for Mr Vance at the Pentagon in the Johnson Administration (he edited the "Pentagon papers") will be head of the State Department's bureau of political and military affairs.

Ministers re over Tanzania death incide

Dar es Salaam, Jan 23

Tanzanian Minister of Affairs and another member have resign acts of grave misde the part of some me the police and secu in north-western T the official news Shikata reported toda

Mr Ali Mwinyi, d Affairs Minister, and Siyoweliwa, Minister of the President's office of security, accepted responsibility for

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MANCHESTER CITY J
Watson, G. Owen, P.
Royce, A. Harland, D.
Wheatcroft, W. H.
Whitcomb, C. W. H.
Hocking, R. Smith, K.
S. Searle.
G. Coombe

... friends

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was repeated during an isolated, magical moment of imagination and skill knocked the ball past a defender, ran round the corner, crossed for Gray to score. It was given offside. And, then late in the second half, Deehan did nothing.

tacular than back here
 to Mordrum. But it w
 to throw a typically
 first division defence
 was the way for a Mordrum
 was deflected margin
 Anything other than the
 reply can cause havoc
 system.

TEAM: HAM UNITED: B
 Lock, F. Lampard, W
 Taylor, W. Bonds, A. Cur
 Pike, J. Suh, A. Dromah
 nings, T. Brooking, S. Ro
 ASTON VILLA: J. Burdett
 J. Robson
 Nicholl, D. Mortimer, J
 Little, A. Gray, A. Crook
 S. F. Carrigan
 Referee: A. W. Gray
 (on-sea)

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1. Woking 2. Dorking 3. Epsom 4. Guildford 5. Farnham 6. Basingstoke 7. Winchester 8. Southampton 9. Portsmouth 10. Brighton 11. London 12. Dover 13. Canterbury 14. Maidstone 15. Canterbury 16. Dover 17. Canterbury 18. Maidstone 19. Canterbury 20. Dover 21. Canterbury 22. Maidstone 23. Canterbury 24. Dover 25. Canterbury 26. Maidstone 27. Canterbury 28. Dover 29. Canterbury 30. Maidstone 31. Canterbury 32. Dover 33. Canterbury 34. Maidstone 35. Canterbury 36. Dover 37. Canterbury 38. Maidstone 39. Canterbury 40. Dover 41. Canterbury 42. Maidstone 43. Canterbury 44. Dover 45. Canterbury 46. Maidstone 47. Canterbury 48. Dover 49. Canterbury 50. Maidstone 51. Canterbury 52. Dover 53. Canterbury 54. Maidstone 55. Canterbury 56. Dover 57. Canterbury 58. Maidstone 59. Canterbury 60. Dover 61. Canterbury 62. Maidstone 63. Canterbury 64. Dover 65. Canterbury 66. Maidstone 67. Canterbury 68. Dover 69. Canterbury 70. Maidstone 71. Canterbury 72. Dover 73. Canterbury 74. Maidstone 75. Canterbury 76. Dover 77. Canterbury 78. Maidstone 79. Canterbury 80. Dover 81. Canterbury 82. Maidstone 83. Canterbury 84. Dover 85. Canterbury 86. Maidstone 87. Canterbury 88. Dover 89. Canterbury 90. Maidstone 91. Canterbury 92. Dover 93. Canterbury 94. Maidstone 95. Canterbury 96. Dover 97. Canterbury 98. Maidstone 99. Canterbury 100. Dover

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A sound administrative background is essential. The successful candidate will be responsible for all office administration, personnel, and will supervise a staff of twelve. This International Company are at present opening a London branch and hence this position is a long-term appointment.

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637 9922

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Applications are invited for appointment as a trade union official in the area of a large industrial group. The successful candidate will be responsible for all office administration, personnel, and will supervise a staff of twelve. This International Company are at present opening a London branch and hence this position is a long-term appointment.

RECRUITMENT

We are seeking an enthusiastic person with a strong background in recruitment and a proven track record in the recruitment of senior management and executive staff. The successful candidate will be responsible for all office administration, personnel, and will supervise a staff of twelve. This International Company are at present opening a London branch and hence this position is a long-term appointment.

ADP—PART OF RANDSTAD INTERNATIONAL

We are seeking an enthusiastic person with a strong background in recruitment and a proven track record in the recruitment of senior management and executive staff. The successful candidate will be responsible for all office administration, personnel, and will supervise a staff of twelve. This International Company are at present opening a London branch and hence this position is a long-term appointment.

TRAINEE

We are seeking an enthusiastic person with a strong background in recruitment and a proven track record in the recruitment of senior management and executive staff. The successful candidate will be responsible for all office administration, personnel, and will supervise a staff of twelve. This International Company are at present opening a London branch and hence this position is a long-term appointment.

Kendal & Dent Ltd.

We are seeking an enthusiastic person with a strong background in recruitment and a proven track record in the recruitment of senior management and executive staff. The successful candidate will be responsible for all office administration, personnel, and will supervise a staff of twelve. This International Company are at present opening a London branch and hence this position is a long-term appointment.

YOUTH TOWN APPEAL OFFICERS

We are seeking an enthusiastic person with a strong background in recruitment and a proven track record in the recruitment of senior management and executive staff. The successful candidate will be responsible for all office administration, personnel, and will supervise a staff of twelve. This International Company are at present opening a London branch and hence this position is a long-term appointment.

PRE-UNIVERSITY STUDENT

We are seeking an enthusiastic person with a strong background in recruitment and a proven track record in the recruitment of senior management and executive staff. The successful candidate will be responsible for all office administration, personnel, and will supervise a staff of twelve. This International Company are at present opening a London branch and hence this position is a long-term appointment.



UNIVERSITY OF OXFORD RADCLIFFE SCIENCE LIBRARY (The Scientific Department of the Bodleian Library) POST OF ASSISTANT LIBRARIAN (Accessions)

Applications are invited for the post of Assistant Librarian (Accessions) which will fall vacant on 1st April, 1977. Candidates should have a good honours degree and several years experience, including a good knowledge of contemporary scientific literature, particularly foreign scientific literature. Duties will include supervision of accessions, registration and binding. The salary scale runs from £3,333 to £5,555 with an efficiency band at £5,555. Placing on the scale will depend on age and experience. Applications should be received not later than 7th February, 1977, by the Secretary of the Library, Bodleian Library, Oxford OX1 3BG. Further details may be obtained from the Keeper of Scientific Books, Radcliffe Science Library, Parks Road, Oxford OX1 3QP.

STILL LOOKING FOR A TEACHING POSITION?

If you have finished training as a TEACHER, and are having trouble in finding a position, contact us. We are looking for a young person with good COMMONSENSE, and preferably with a German and/or Economics background. We are a trading company which has links with Germany, and can offer a very interesting job.

Starting salary £3,000 p.a., pension scheme, location Croydon area.

Box 0041 J, The Times

University of Warwick LECTURESHIP IN THEATRE STUDIES

Applications are invited for a post of Lecturer in the Department of Theatre Studies, University of Warwick, from 1st October, 1977. The successful candidate should be able to demonstrate a high level of scholarship in the field of theatre studies, and should have a good knowledge of the history and theory of the theatre. The salary scale runs from £3,333 to £5,555 with an efficiency band at £5,555. Placing on the scale will depend on age and experience. Applications should be received not later than 7th February, 1977, by the Secretary of the Department, University of Warwick, Coventry CV4 7AL, quoting Ref. No. 24.1.77. Closing date for receipt of applications 14th February, 1977.

NORTHERN ITALY

Applications are invited for a post of Lecturer in the Department of Northern Italy, University of Warwick, from 1st October, 1977. The successful candidate should be able to demonstrate a high level of scholarship in the field of Northern Italy, and should have a good knowledge of the history and theory of the region. The salary scale runs from £3,333 to £5,555 with an efficiency band at £5,555. Placing on the scale will depend on age and experience. Applications should be received not later than 7th February, 1977, by the Secretary of the Department, University of Warwick, Coventry CV4 7AL, quoting Ref. No. 24.1.77. Closing date for receipt of applications 14th February, 1977.

DOMESTIC SITUATIONS

NANNY WANTED

To look after 2 kindergarten-age children in Switzerland. Good references essential.

Salary £280 p.m.

Board and lodging is paid. Good conditions with other staff in the house. Of car and opportunities to travel.

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No children. Madrid, Spain. Excellent salary. Good references. Telephone: SAVOY HOTEL 01-836 4343, ask for Doctor S. Moreno

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Nanny, aged 30-40. Possibility of becoming a governess. Salary £3,000 p.a. Live in. Salary negotiable. Other benefits. Please send c.v. to Flat 2, Rutland House, Maresfield Rd., Kensington, W.8.

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Adaptable apt. help with children, domestic work, etc. with daily. Tel. 01-493 6757.

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ENGLISH LANGUAGE

Applications are invited for the above post which is available immediately for the period up to 31st January, 1977.

Applicants should have a good knowledge of English Language and good references. They should also be able to take part in the teaching of English and the teaching of English.

Salary scale, with FSS, £3,333—£5,555 per annum.

The appointment will normally be made within the first three months of the year.

Further particulars may be obtained from The Registrar, The New University of Uster, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000.

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The Governors invite applications for the position of Headmaster which becomes vacant on the 1st January 1978 on the acceptance by R. N. Eton of an appointment in Melbourne. Reed's is an independent boarding school for boys represented on the Governing Bodies Association and the Headmaster is a member of the Headmasters' Conference. Further information about the School will be found in the Public Schools Year Book. Candidates, who should preferably be married and under the age of 45 and must be communicant members of the Church of England, may obtain particulars of the appointment and form of application from the undersigned to whom these should be returned not later than 1st March 1977.

DAVID COOPER
Secretary to the Governors

Reed's School, 3, Little Trinity Lane, London, EC4V 2AB, 01-483 3825.

THE APPOINTMENTS COMMITTEE OF THE FACULTY OF ARCHAEOLOGY AND ANTHROPOLOGY INTENDS TO APPOINT A LECTURER OR ASSISTANT LECTURER IN SOCIAL ANTHROPOLOGY, WITH EFFECT FROM 1st OCTOBER 1977.

The Appointments Committee will bear in mind the obligation to provide teaching on Latin America but will not confine its choice to candidates able to teach this field.

The pensionable scale of stipends for a University Assistant Lecturer, not ordinarily resident in a College is £3,547 rising by four annual increments to £4,405. The pensionable scale of stipends for a University Lecturer, not ordinarily resident in a College is £4,507 rising by twelve annual increments to £7,067.

Candidates should send ten copies of their application to The Secretary, Appointments Committee, Faculty of Archaeology and Anthropology, Downing Street, Cambridge, so as to reach him not later than March 7, 1977.

University of Cambridge

DIRECTOR AND SECRETARY OF THE BOARD OF EXTRA-MURAL STUDIES

Applications are invited for this office from persons with good academic qualifications and administrative experience. It is hoped the successful applicant will take up office on 1st August, 1977 and, in any event, not later than 1st October, 1977.

Personal salary is £6,000 p.a. with a pensionable scale of £6,000 p.a. to £7,000 p.a. Further particulars may be obtained from the Registrar, University of Cambridge, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415

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Mr. Jeremy Antrim, master at Godwin farm college, said: "no comparison with classical Greek course for adults. It and violence and awe it. It is a much fairer of Greek life. It is introduced at the college."

The second hall course consists of 6 line extracts from Homer, Herodotus,

Euripides and Thucydides. This introduces students to a range of Greek literature. Dr Jones told the American Philological Association in New York Christmas: "Our definition remains that Greek or any language far more than learning grammar, grammatical or vocabulary. Meaning, level, is a vital first if that is as far as it goes, well be a d

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ton, and Young joined
The subject this is
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Living in clover amid the shamrock

and recreate the Melton of past centuries. Magnificently at the facade of Music Hall, burned in 1938, and the gap widened the new building. Kate Carnegie took your Chaplin. Then we Charles Lamb's house flat where Joe Or murdered, to the dereliction behind the

We peered morose peeling remains of it Philharmonic Theatre shattered White Swan

crashing into the Agricultural Hall, undergoing emergency repairs. Miss Tay, the authorities could not wait to do about it at the Angel junction there have been jams 1850s.

One event I hope not in the list of jubilees published in Hanwoek is the June 28 Review at Spithead. A contemplation.

side. "If you want the paraphernalia of modern living, three television channels and good cheese, this is not the place for you", he warned me.

The lack of good cheese in a country that is one big cattle ranch may be surprising, but it all goes to England. The cost of living is at least 20 per cent higher, and petrol will be over £1 a gallon by the end of this week.

But for Macdonald, the advantages outweigh the necessity of having to live with plastic cheese. "At first I thought coming here was a mad suggestion, then I realized we had had 4 bomb scares in Weylyn Garden City in two months," Samagher is as peaceful a place as you will find.

Happy days
Democrats Abroad gave a dinner dance at an hotel near the United States Embassy on Thursday night, to celebrate the inauguration of President Carter. What I enjoyed more than anything was the music accompanying the meal — splendidly tinkly stuff from a pianist, accompanied by a violinist in an elegant long dress. They made a fine job of our national anthem when the

the dance band which replaced the tinkling duo, I could not hear the indiscretions they were letting drop. Hattersley motioned as though inviting me to dance, but I think he was joking.

Run down

Robin Young last went for a walk with Angela Taylor in June last year, when he joined a party she conducted on a historical tour of the noisy and unprepossessing Holloway Road. Yesterday she was leading a party of walkers on a

crashing into the Agricultural Hall, undergoing emergency repairs. Miss Tay, the authorities could not wait to do about it at the Angel junction there have been jams 1850s.

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LEADERS MAKING NATIONS

forthcoming elections in and Pakistan will reassure who insist that economic is only one part of the ss of liberation. At the very a government must be re- native and an election is f the few ways in which this five can be achieved. An fact way, certainly, in the tion of these countries limited horizons, illiteracy, izing social habits and more will militate against freedom of choice. But the though it may not be an measurable one—that in antries of Asia the number se able to make such a con- choice as an election is increasing every year. long term that must make se for democracy.

he shorter term the path of al progress is less easily d. Few people can doubt e parties Mrs Gandhi and urto lead will win the elec- that these two leaders comfortably confirmed in office. Both countries y share in a trend that has ed force throughout Asia past two decades. There ing ruling leaders, some- backed by long ruling s. Leaving out of account xamunist countries which their own unacceptable don of democracy there are ent Park Chung Hee of Korea, Mr Ne Win of ia, President Suharto of lippines and Mr Lee Kuan of Singapore all of whom otched up more than a in office. Mrs Gandhi, is just begun her second as India's prime minister. Bhutto has the chequered stances of his country to a why he has not enjoyed a spell, no one can doubt sion or his ability to do

ically these countries

differ very much. Some of them have no glimmer of a democratic tradition. What they have in common is the task of building a nation and most leaders would argue that this needs continuity of effort and particularly of leadership. One familiar face and voice is the only way of capturing mass attention, for without that the masses can have little concept of nationhood. If pressed they might go on to add that nothing can be achieved by the constant interchange of parties or leaders that may result from democratic elections regularly held. They would point to a country like Sri Lanka and ask what political gain has followed on the alternating spells of power enjoyed by Mrs Bandaranaike's Sri Lanka Freedom Party and the United National Party, which first launched the island's independence in 1948. They might even remark in passing the debate in some western countries over "adversary politics".

In the earlier period of post-independence Asian history, military takeovers were the common resort in face of alleged democratic weakness. Since then the continuity of political power and leadership has been maintained by more peaceful and more subtle though not always non-violent methods. Declarations of emergency may be followed up by well-organized government parties, sometimes combined with restrictions on opposition parties, none of which is strong enough to make its protest effective since none has mass appeal.

Almost all leaders pay tribute to democracy and will say that their action is temporary and done only for the good of the country. Alternatively the rules of political debate and action are laid down. As Mrs Gandhi put it recently: "Once a government has been duly elected, its pro-

grammes are those of the entire nation. If the opposition do not approve of the programmes they may not help but they have no right simply to put up obstacles. To do that is a contempt of the people and the system of democracy."

This defines the most common response. Almost all developing countries regard criticism of their government as equally a slander on the nation. Government and nation are one, so long as the nation is felt to be immature or lacking in acknowledged international status. That this applies very forcibly indeed to any outside criticism India has lately shown. The idea that the country can be favourably regarded while the actions of its government are criticized is not accepted.

The defence put forward for limits on internal criticism whether of party or leader will often rest on the belief that the nation can really take shape only round some undefined but acknowledged consensus. Are not the traditional habits inculcated for centuries by village elders, it will be argued, a better guide to the political instincts of nationhood than the implanted and alien practice of western style democracy? What ever the arguments offered in support of Asia's singular leaders and one-party governments, whether they are spoken or unspoken, the trend is unmistakable.

It is no answer to such trends to dispute the priorities of nationalism. Almost all these countries have been faced with minorities demanding greater autonomy or independence. Almost all have seen this as a threat to the new nation. Almost all are still busy combating what they see as the break-up of their countries. The balance of economic and political progress is bound to remain jerky.

IT ONLY THE ACCOUNTANT'S VERDICT

he great success of *Look in Anger* in 1956, the Court theatre put on about ductions in seven years. a dozen lost money. Even famous period, which the Stage Company must ok back on with envious is the theatre was tur- far more duds than suc- in commercial terms. Of mere profit is no te yardstick for measuring cess of a theatre whose are at all adventurous, ay determine whether it ble to continue the adven- not. It was partly luck, se, that enabled the com- use the profits from lack in *Anger* and *The iner* to sustain losses on ew plays. Nevertheless, ry does contain a lesson theatre's governing body, needs today to consider a ul ultimatum from the runcil.

he end of this financial ie company is expected to ,000 in debt. The Arts has given warning that if able budget and pro- ment, the theatre should nce again the "bloke at a with a hook" who used

to haunt Archie Rice is lurking in the wings at the Court, while the rumbling District Line below takes on a note of doom. The Arts Council does not normally browbeat its beneficiaries in public, but the predicament of the theatre became known when one of its two artistic directors, Mr Robert Kidd, resigned earlier this month.

Like many other theatres in Britain, the Royal Court has been receiving money in advance of future subsidies from the Arts Council, to help meet the exceptional rising costs of the past two years. Now the council is becoming anxious about making commitments before the size of its own grant for next year is known. It is no part of its role to prescribe artistic policy, except in the broadest sense that its power to award and withhold grants involves. Indeed, the council would have had grounds for applying pressure much earlier, for the theatre's record has been lacklustre for several years, not only in financial terms but also in terms of critical comment and the proportion of seats filled. Many other theatres relying on subsidy are in serious economic trouble; there can be no case

for giving special treatment to one just on the strength of its past, however glorious.

No theatre can conjure up a new Wesker or Osborne from nowhere. It is a pattern in the life of every experimental company that at one time everything seems to go right and at another nothing does. But in the lean periods a company must at least show that it is still actively keeping its eye open for new developments and contriving to coast along in the meantime without unduly heavy losses. The present regime at the Royal Court has not given enough evidence of either kind of enterprise. In the past, the company has often restored its fortunes with plays (*Home, Indismissible Evidence*, and many others), which transferred to larger West End houses, to the advantage both of Shaftesbury Avenue and Sloane Square. Nothing in this process need be incompatible with the ideals of a radical stage company. The need for such a company in London is as great today as it ever was, and the audience for it still exists. There is nothing wrong at the Court that could not be set right by an artistic director who knew his own mind and was not afraid of vulgar success.

within his discretionary powers. Lawyers play it canny.

The trouble, of course, is that the corner kind of party politics cannot be shied out of the case. It began with the Post Office Union's decision to join in a political campaign against the regime in South Africa; continued with the application for an injunction from a member of what Labour's bigwigs call an extreme right-wing pressure group, and the Attorney General's refusal to authorize it; and so, on and on, until the Appeal Lords pronounce judgment, and Mr Silkin answers to the Commons.

In more ways than one, the case goes directly to the heart of contemporary politics. It deals with individual freedom in a day when government power rapidly increases; with the ability of Parliament to protect the individual when government may without adequate majority to authorize it; and so, on and on, until the Appeal Lords pronounce judgment, and Mr Silkin answers to the Commons. It deals also with the expansion of trade union privileges at the expense of other citizens, and raises questions about how far the judiciary itself may go in providing the protection that Parliament no longer give the individual citizen. By any test it is combustible constitutional and political tinder. The case also feeds discussion of some contemporary controversies, not least the campaign by Lord Hailsham of Marylebone and many others (including Lord Scarman, who is being tipped to succeed Lord Denning as Master of the Rolls) for a Bill of Rights, a new constitutional settlement with entrenched provisions for Everyman that no bare majority in Parliament could overturn. Then there is the future of the House of Lords, with Labour's national executive this week rushing headlong into a commitment to abolition.

That is not all. Some Conservative lawyers nowadays draw hope from signs that the higher judiciary is pushing forward the frontiers of its jurisdiction against the executive and administrative prerogatives of government, as illustrated by recent judgments on Tameside and Laker Airways. "I have no doubt," one Conservative QC told me, "that the frontiers are being altered"; and

he evidently thought they should be if the individual citizen, at the mercy of too much law and too much imprecise or downright bad law, is to have a comforting sense that he has somewhere to go to vindicate his rights.

At the root of most of the trouble, of course, is the arrogance of ministerial and party power, which is always with us, and more important, in recent years the special place in statute law given to organized trade unionism, representing less than half the working population yet holding the commanding heights of the economy and controlling the electoral destiny of governments. There is no end to the statutes that give to particular groups and individuals an advantage which has nothing to do with equality of citizens before the law.

We had an example in the Lords last Thursday. Note it. Lord Houghton of Sowerby, himself a former trade union leader and long-serving member of the General Council of the TUC, intervened on the committee stage of the Criminal Law Bill. Clause 5, dealing with conspiracy, he said, "is as much part of the social contract as anything else you can think of, because the TUC and the trade unions were determined to get a change in the law". Except for that, the Government would not have put it into the Bill.

Well, the first line of defence for the ordinary citizen may be the Master of the Rolls and the courts. The second may be judges in the Lords, or the House of Lords itself as a legislative longstop. A third may be the Commons, though I begin to doubt it. Lord Scarman and Lord Hailsham, with others, ask for the defence of individual liberty in depth: a Bill of Rights. Unfortunately, as Alan Campbell, QC, and his committee of Conservative lawyers argued in a pamphlet a few weeks ago, no Parliament can bind its successors, and a limitation of the powers of Parliament could not live without agreement between the two main parties alternating in government. A repealable Bill of Rights would be a satire and a delusion in which the private citizen, on the evidence of the social contract as it is now worked, would be foolish to put his faith.

Efficiency label for schools

From the Chairman of the Headmasters' Conference and the Chairman of the Incorporated Association of Preparatory Schools.

Sir, It was reported in your issue of Friday January 7 that the Department of Education and Science is considering a proposal to end the procedure whereby an independent school may become "recognized as efficient". We acknowledge that this proposal reflects economic pressures but we believe that the Secretary of State, in making her decision, will wish to have in mind all the educational implications.

Inspection not only allows schools to benefit from the experience and expertise of HM Inspectors; it provides a guarantee for parents that schools recognized as efficient as a result of their reports have high standards of teaching and facilities. Only schools that thus recognized can join the Headmasters' Conference and the Incorporated Association of Preparatory Schools, which together represent some 650 schools.

Our schools and many others very much appreciate contact with inspectors and we know that inspectors on their part value their contact with us. Both parties would lose if that link was ended.

The withdrawal of these inspections for independent schools would be a very significant implication. Many people across the political spectrum wish to see independent schools more closely associated with the main stream of education in this country; and despite any move, whether inspired by political conviction or economic necessity, that tends to separate further the independent and the Maintained Sectors.

It is sometimes argued that the Independent Sector represents so small a percentage of the school population that its further isolation would be of no significance. But independent schools produce 28 per cent of those who obtain three A-levels. It is really proposed that between a quarter and a third of the most able pupils in the country, together with the men and women who teach them, be cut off from all contact with the Inspectorate? Such a proposal would seem at best misguided. We hope and believe that this is an economy that the Secretary of State will decline to make.

Yours faithfully,
JOHN RAE, Chairman of the Headmasters' Conference,
Westminster School, 17 Dean's Yard, SW1.
HUGH WOODCOCK, Chairman of the Incorporated Association of Preparatory Schools,
Dulwich College Preparatory School, 21 Alieyn Park, SE1.
January 20.

Educating our masters

From Mr John Garrett, MP for Norwich South (Labour).
Sir, I am surprised that an announcement from the Civil Service Department that it was considering the establishment of a new staff college (while downgrading the present one) should provoke from you such a violent attack on the report of the Fulton Committee ("Educating our Masters", January 18).

Though Fulton's findings have never been refuted, its most important recommendations have not been implemented. Its proposals for new planning arrangements, for the installation of procedures for measuring departmental efficiency and for a reduction in secrecy, look even more relevant now than they did at the time. You probably object to Fulton's finding that the domination of top general management posts in the Civil Service by Oxbridge arts graduates and the virtual exclusion from such posts of engineers, accountants, research officers and other technically-qualified staff impaired the management of departments. That finding was based on very careful research and outside evidence and led Fulton to conclude, as you now do, that a new breed of administrator was required—not just the old breed put through a staff college.

Yours faithfully,
JOHN GARRETT,
House of Commons.
January 19.

Boycott of South Africa

From Mr Ralph Harris and Mr Arthur Seldon.
Sir, There is an unnoticed irony about British trade union politicians vigorously denouncing apartheid and seeking to impose sanctions against South Africa.

As Professor W. H. Hutt showed in *The Economics of the Colour Bar*, which we published in 1964, the essence of apartheid is the exclusion of coloured workers from better paid employment at the behest of white trade unionists. Such action depends on enforcing a closed shop, and is exactly comparable to Mr Trade Union's ambition to preserve for his dockers the privilege of specified work outside the docks even at the expense of other trade unionists.

The analogy is brought home graphically by the habitual practice of trade unions in excluding competition by "blacklisting" workers who might challenge their monopoly of employment. In effect, they invent a "colour" bar. As explained in our recent *Not from Benevolence*... only when British trade unionists embrace the liberal principle of open entry will they have the moral authority to criticize their fellow trade unionists in South Africa for the denial of the elementary right to work.

If workers of any colour wish to safeguard their jobs, they must also work (politically) for an international free market in labour.

Yours faithfully,
RALPH HARRIS,
General Director,
ARTHUR SELDON,
Editorial Director,
The Institute of Economic Affairs,
2 Lord North Street,
Westminster SW1.
January 15.

LETTERS TO THE EDITOR

Canterbury and Rome

From the Bishop of Norwich.

Sir, Thank you for your clear leader "Canterbury and Rome" on January 20. The suggestion that the Pope might become the Head of the Family of Church of England Churches throughout the world, presumably, in faith and morals and speak ex-cathedra with infallible judgment, paradoxically highlights the strength, flexibility, and continuing growth of the Anglican Family of Churches against the stresses, rigidity, and even the loss of priestly man-power that our fellow Christians in the world-wide Roman Catholic Church are facing today.

Is the Canterbury Way not a better path to Christian unity than the Roman road? As a bishop in the Church of God with a clearly defined geographical area of pastoral care, with hundreds of other Anglican bishops throughout the world, I look towards the Archbishop of Canterbury, not in these rigid papalistic terms of centralized and even personalized authority, but as our chief pastor amongst fellow pastors, whom I respect, revere and follow. This seems to be the ethos of the great Petrine passage "So I exhort the presbyter among you as a fellow presbyter and witness of the sufferings of Christ as well as a partaker in the glory that is to be revealed, tend the flock of Christ, exercising the oversight, not by constraint, but willingly." (1 Peter 5: 1-3).

The tradition whereby the Archbishop of Canterbury, as the spiritual leader of the Anglican Communion, calls the bishops together for the Lambeth Conference every ten years, means that he does not in his person attempt to act as a mouthpiece of Christ in a singular and authoritative way in matters of faith and morals. He rather seeks to lead his brother bishops in prayer and consultation, and the study of the Scriptures, to discover the mind of Christ in the opportunities and problems of the world. Anglicanism has always emphasized that Christ Himself, and not earthly Vicar, is the living and eternal Head of the Church; that the Bible is the supreme authority in matters of faith and morals, rather than either tradition or papal pronouncement, however wise; and that episcopal leadership is more pastoral and shepherding than judicial and authoritarian. Because "small is beautiful" as Schumacher says, perhaps the more gentle, diffuse and collegial authority of Canterbury, would be a better focus of organizational unity, than the more patriarchal pattern of Rome, if both great

Churches desire a closer form of organizational unity.

In this week of prayer for unity, the miracle before our eyes in 1977 consists of fellow Christians loving each other, praying together, ministering and worshipping in the free patterns which they enjoy and value within their different communions, and in social concern and service to the world for which Christ died, reaching out together under the guidance of the Holy Spirit, not in a competitive spirit, but in a complementary one, which does not see monopoly as necessarily good, and sees diversity in love as not necessarily weak.

Our international inter-church communion may do the world Church a great service if from a close study of its report a surprising variety of Christians should find themselves in love and mission and holiness walking along the pilgrim way together to Canterbury, rather than along the Roman road together.

Yours faithfully,
MAURICE NORVICK,
The Bishop's House,
Norwich.
January 21.

From Mrs K. M. Thwaites.

Sir, In your leading article (January 20) you suggest intercommunion between Anglican and Roman Catholic congregations on the basis of a "sufficiency of doctrinal agreement" as a less ambitious objective than corporate reunion and one which would be satisfactory enough to be going on with.

It is customary to advocate intercommunion as an ecumenical expediency, but in the context of Roman Catholicism the word has a practical meaning: communion is an expression of corporate union, not a means of attaining it. Those who are in communion with the Roman Catholic Church are by definition at one with her and therefore the prefix "inter" is redundant.

The act of communion consummates the unity of the faithful in Christ who is the whole truth, not just a "sufficiency" of it. To offer communion to those who are not wholly committed to its own faith would be for the Roman Catholic Church to renounce its identity as a church in which its identity subsists and, far from promoting unity, to abandon its ecumenical role as the source and centre of that wider unity to which all Christians belong.

Yours faithfully,
KATHARINE THWAITES,
The Old House,
Westfield College,
Hamstead, NW3.
January 20.

Help for the arts

From Mr Malcolm Arnold and others.

Sir, We have seen references in the Press to the campaign Arts in Danger and we feel it is indeed time that the Government and the public became aware of the deep and growing anxiety which is felt by those who work in the arts. Britain has never, compared with many other countries, been an overgenerous public patron of the arts. In the time of the Queen Victoria these became an easy target for economy. Savings in this area would reduce public expenditure by an imperceptible amount, yet they could mean the death of theatre companies, orchestras, exhibitions and other cultural activities all over the country.

Surely now, as during the war, we need to concentrate some of our resources on raising morale and on maintaining the quality of life. Surely, in attempting to regain material stability, we are not going to prejudice the future of the arts in this country. For, once a theatre has closed, an orchestra disbanded, it does not come to life again immediately when the economy takes a turn for the better.

The increase in the Arts Council grant for the current year was at least sufficient to meet inflation in real terms. Can the Government assure us that there will be a similar increase for 1977/78? Growth, in these hard times, cannot perhaps be

expected, but a stand-still policy is surely not too much to hope for.

The former Minister for the Arts fought hard for that increase; we trust that Lord Donaldson will do the same. It is, however, a sad reflection of the importance which the Government attaches to the arts that its minister has to fight from a position of weakness, that he does not have Cabinet status, nor even a department of his own.

National expenditure is not the only area of concern. Local authorities have been exhorted to cut back on spending and there are already indications that these exhortations are affecting local grants to the arts. The amounts involved are a tiny fraction of local government expenditure but they could make the difference between a town having some cultural activity or none at all.

If your readers, wherever they live in Britain, enjoy live music, drama, dance or painting, may we urge them to make their voices heard, locally and nationally, in a plea for maintained funds to support the arts?

Yours faithfully,
Malcolm Arnold, Beryl Grey,
Peggy Ashcroft, Yehudi Menuhin,
Richard Baker, John Mortimer,
Robert Bolt, Laurence Olivier,
Hugh Casson, Joan Plowright,
John Dankworth, John Schlesinger,
Colin Davis, Malcolm Williamson,
Geraint Evans, 9 Fitzroy Square,
January 17.

Organic husbandry

From the General Secretary, The Soil Association.

Sir, Phillipa Pullar in her article of January 19 has rightly drawn attention to some of the perils of modern agribusiness whose concern is money not the soil.

To those concerned with real values it seems time for everyone to pause and take a long hard look at an alternative system of husbandry which protects soil fertility, offers the hope of permanence in agriculture and the prospect of better health. This has been the belief and work of the Soil Association for the past 30 years.

Yours faithfully,
A. W. VICKERS, General Secretary,
The Soil Association,
Haighley.

Legal aid and costs

From Mr Roy D. Roebuck.

Sir, The Government's figures for criminal legal aid are incorrect and misleading. And, in refusing to award costs to acquitted legally-aided defendants on the ground that they are legally-aided, most courts are doing violence to the constitutional principle that money voted by the Commons for one purpose should not be used for another.

In Regina v. Aron (1973) 2 All ER 122 Lord Justice Scarman stated that, in considering an award of costs to a legally-aided defendant, the fact that he was legally-aided was immaterial. (Where costs are awarded in such a case the Legal Aid Fund is reimbursed.)

Whatever may be the practical merits of this policy, the public is being given a distorted view of the cost of legal aid and violence is done to the principles governing Parliamentary Votes.

Following the publication of the latest legal aid figures in your columns on November 24 last I wrote to the Home Secretary. He has now replied saying that he accepts that the practice "does have the effect of increasing the figures for expenditure on legal aid above what they would otherwise be" and says that his department is now "considering some of the practicalities".

It seems to me that, inter alia, the Comptroller and Auditor General should also be "considering some of the practicalities". So should those responsible for administering the Legal Aid Fund since many of the charges made on the fund should properly be met by other Votes.

I have the honour to be, Sir, your obedient servant,
ROY ROEBUCK,
6 Gray's Inn Square,
Gray's Inn, WCI.

Temple Bar

From Sir Edward Singleton.

Sir, The implication of Mr Mattingly's letter (January 20) is that it would be possible to do a repair job to Temple Bar as it stands in Hertfordshire. My co-trustees of the Temple Bar Trust and I are advised that in order to preserve the monument at all, it will be necessary to take down and rebuild a very substantial part of the structure. Much of the stonework cannot be reworked on the present site and new stone will have to be transported to the site where Temple Bar will be re-erected.

The saving, therefore, would not be great and in our opinion would be outweighed by the many advantages of the site in the precincts of St Paul's Cathedral.

Westminster and Scotland

From Mr Adam Ferguson.

Sir, My friend Geoffrey Smith opines in his article today (January 21) that for those "broadly in favour" of legislative devolution "there is no absolutely logical answer" to the question of what to do about Scottish (and Welsh) representation at Westminster once the Assemblies are established.

After exploring in dismay the difficulties of allowing the Scots and the Welsh, not to say the Labour Party, to have their cake and eat it, which many of us have been trying to point out for months, if not years, in these columns and elsewhere, he comes up with a solution—foreshadowed by Mr Heath in his recent Glasgow speech—further than ever down the track to national disintegration. Cavilling at the logical step of ending Scottish interference in English devolved matters, he proposes to cut by one-fifth the number who may so interfere. He then hopes, if I understand him aright, that this will be a constitutional quirk which we shall all come to regard "with affection and even pride".

Do not scorn a hope, however pious. But I observe with alarm how, faster and faster, even before any assembly is in being, we are being driven into dismantling the country along with its constitution; and how Scotland's influence in the political and commercial centre of her most important market is inexorably being weakened. Rough justice, maybe; but rough lunacy for so many blinkered Scottish MPs to insist on the changes that will injure it.

Mr Smith calls for the announcement of a Speaker's Conference to consider it all. At this I must protest strongly, unless the committee stage of the Devolution Bill is suspended forthwith. The Bill contains no mention whatever of the future position, powers, or number of Scottish MPs—and Mr Smith adequately illumined the reasons for that. But if these are to be changed, then unquestionably every clause in the Bill from first to last must be scrapped. When will Scotland (pop. 18,000) say if she has to share an MP with all Scotland north of Inverness? What will happen to the assembly constituencies tailored to the parliamentary ones? How will the balance of authority be upset between rival seats of representation in Edinburgh and London? And so on and on. Changes in representation at Westminster must be part of the same package.

As to offering the present dangerous and divisive stew of constitutional change to the Scottish people as a main course by means of a referendum before telling them, or even deciding, what the just dessert is to be—I think the idea is monstrous. But so is the Bill. Its opponents have always maintained that it could provide a stable, or permanent half-way house to separation. Now Geoffrey Smith himself is pulling the foundations of that half-way house away. I trust that he won't remain broadly in favour of the new order.

I am, Sir, yours faithfully,
ADAM FERGUSON,
9 Addison Crescent, W.14.

Bullock Report

From Mr Timothy Raison, MP for Aylesbury (Conservative).

Sir, As we plunge into discussion of the Bullock Report, could one thing at least be agreed: whatever one may think about giving workers a greater say in the management of companies, this is not democracy. Democracy is about rule by the people, implying nowadays all representatives, even if they have been elected by trade union members, to company boards can in no sense be termed democratic, even if qualified by the words "industrial". The use of the word is simply a device for conferring a spurious legitimacy on an attempt to win more power for the unions.

Yours faithfully,
TIMOTHY RAISON,
House of Commons.

Whooping cough

From Professor Sir John Stallworthy and Dr F. Harold Sedgwick.

Sir, Since the beginning of the century there has been a progressive and accelerating decline in Britain in the incidence and mortality of whooping cough in children. The risk of death is now approximately one per thousand of those suffering disease.

Cerebral damage during an attack of whooping cough, or following vaccination of a healthy child, is rare but is a tragic complication. Vaccination is given both to protect the child from infection and to reduce the incidence of the disease in the community. For these reasons the Department of Health and Social Security initiated the campaign to immunize children.

The medical history of some may indicate that the small risk of vaccination is increased for them and a doctor's failure to recognize this may result in a claim for compensation if brain damage results. But no detectable warnings exist for most children and in these unpredictable cases a doctor has neither moral nor legal responsibility.

No money can compensate for a brain-damaged child. The continuing emotional strain to which parents and family are subjected, and the increasing costs of protecting and caring for the child, throw heavy and at times intolerable burdens on the home.

We write in no sense to disclaim liability for compensation in the minority of cases in which medical negligence is proven but to urge that the Government should accept its responsibility for adequate compensation when damage is caused to healthy children as a result of implementing the immunization campaign advised by its Department of Health and Social Security.

Yours faithfully,
JOHN STALLWORTHY,
President,
HAROLD STEVENSON,
Chairman of Council,
The Medical Protection Society Limited,
50 Hallam Street, W.1.

Tax breakdown revealed on eve Varley power industry talks

role in the merger negotiations as not all the parties are keen on the idea of rationalization.

Unions in the Parsons group are suspicious of how they would fare under a new organization dominated by GEC. The NEB presence might help to allay this in this direction.

GEC is not keen on rationalization, since it could probably survive on its current export orders. But it also has the associated problem of uncertainties about the future of the nuclear industry—an area where it has a strong presence on turning the Nuclear Power Company into a turnkey contractor to compete for overseas coal or oil power station contracts would be useful.

The cost of the rotor problem is estimated to be more than £8m. Replacing the two rotors would be only £1m each; but the cost of using less efficient stations to fill the gap left by Drax could exceed £8m.

Cracks in the No 2 generator were identified in 1979, but the unit began to vibrate excessively. A replacement rotor originally intended for the oil-fired power station at Inverkip in Scotland was brought in, and installation should be complete by the end of the year.

Similar vibrations were experienced on the No 1 unit and it was shut down on January 14. Investigations on the spot disclosed similar cracking.

The following week will be held this week between the manufacturers, the CEBG and the South of Scotland Electricity Board to discuss a replacement rotor for the No 1 set.

There is a possibility of using the same type of the SEB's nuclear power station at Hunterston or one from the CEBG's ill-fated Dungeness B nuclear station.

The third 660MW set produced by Drax by Parsons is a further design which is not affected. The two 660MW sets now out of commission were the first units of this size to enter service in Britain.

Technical experts at the generating board feel the problem is of the type that has been encountered when new generation of equipment is introduced. Dr Robert Hawley, managing director of C. A. Parsons, said yesterday that the cause of the cracking is in a couple of weaknesses and the problem could be solved by modifying the shape of some of the rotor components.

On units where there had been no cracking this could be done for several thousand pounds in a couple of weeks and the modification could be included in any new units built in future.

Cut in bank base rates likely within two days

Our Financial Staff
Within the next two days the clearing banks are expected to decide on a cut in the rates which they charge to borrowers after last Friday's three-quarter point cut in the Bank of England's minimum lending rate. To prepare to move themselves to a much more stable position, it is widely expected that their base rates, which have been standing at 14 per cent since October, will be cut by at least half a point and possibly more.

At this time the rates for prime industrial borrowers will come down to 14½ per cent or less. Building societies, however, will not be following suit until the minimum lending rate has been cut, since they have their own risks to recover.

The banks' reluctance to make any move ahead of this week's developments in the money markets arises from the divergence of rates on short and long term money.

With money flowing into longer term instruments, such as gilts, in consequence of the authorities' desire to keep the brakes on the fall in interest rates despite the recovery in the money market, the short end of the market have been very scarce, and rates commensurately high.

The banks are anxious to avoid any possibility of a situation developing in which their customers are able to borrow at short rates and then to use short term markets at a profit.

Also, the present restrictions on the growth of their interest-bearing eligible liabilities—the "corset"—and therefore their advances, means that they do not wish to attract too much business.

As a spokesman for Barclays said last week, they "cannot afford to be too cheap".

Savings issue in demand: National savings in the month ended on Christmas Day showed a £48.5m net outflow, reflecting the buying of the new "savings banks", the National Savings Committee reports.

After adding accrued interest there was an £11.3m fall in the total sum invested in national savings, compared with a £12.5m drop in December 1975.

Scale of National Savings: Officers were £39.6m, of which more than £60m was for the new 16th issue, which went on sale on December 13.

"To sell this amount in 12 days", the committee comments, "is a reflection of the attractions of this certificate, offering as it does a return equal to £8.75 per cent per year of United Kingdom income tax and capital gains tax."

It was the best monthly figure for new certificates since the first certificate certificate was introduced in June, 1975.

Financial Editor, page 17

BSC modifies development strategy

By Peter Hill
Industrial Correspondent

Modifications to its 10-year development strategy have been delayed since its original approval five years ago—are to be submitted shortly to the Government by the British Steel Corporation.

The company's submission is expected to show some important amendments to the schemes originally proposed. Some trimming of the original targets now appears likely following a review of the entire strategy against the background of revised projections of United Kingdom steel demand over the next few years.

The review began last summer, prompted by the Government's refusal to give its

bleeding to the corporation's controversial plan to phase out steelmaking at the Shotton works in north Wales, while doubling capacity from three million to six million tonnes at the new site at Port Talbot, in south Wales.

Sir Monty Finniston, the BSC's former chairman, who expressed bitter disappointment at the Government's decision, stressed in July that he hoped that the review of the plan would be completed by the time he left his seat in September. This was not possible. Since July, BSC planners have been engaged in a detailed study of what Shotton-Port Talbot situation would be most profitable. They tended to embrace the entire strategy in view of the Govern-

men's stated anxiety over the assumptions made about capital costs and market prospects in the original strategy document. The latter have been undermined both by the spiralling inflation of the past few years and the serious recession the industry experienced in 1974-75, from which it has still to recover.

Sir Charles Villiers, the new BSC chairman, has taken a keen interest in the reappraisal, and his appointment to the chairmanship he made it clear that he attached great importance to the need for continued high levels of investment if the BSC were to realize its minimum target of 10 per cent more effectively with its international rivals.

By the end of this year the corporation will have brought on stream a considerable volume of additional capacity. But the need for further huge increases in capacity has been questioned, given the present state of United Kingdom steel consumption, which seems unlikely to be as large as originally projected.

The corporation, however, remains firmly convinced of the need for a major expansion of its steelmaking plants based on the basic oxygen process. This offers attractive costs of production compared with our moded open hearth steelmaking, and is a much more convenient route which is based on production of steel by electric arc furnaces.

Drawbacks seen in noble aims of Congress

Mr Walter Mondale, the United States Vice-President, had arrived in Western Europe to give leadership to the Carter Administration's foreign policies.

His visit comes at a time when there is confusion in Washington over the consequences of what may be termed the wave of moral righteousness that is evident regarding United States' international economic relations.

Members of the Congress, encouraged by comments made by President Carter before he took office, are determined to legislate on such matters as the use of bribes abroad by American companies, compliance by American companies with the Arab boycott, the alleged withholding of development aid to countries which do not share the United States view of human rights.

Mr Michael Blumenthal, the Secretary of the Treasury, told the House of Representatives recently that he believed legislation dealing with corporate bribery would be extremely difficult to formulate. He said he favoured a voluntary code of conduct by leading companies.

The Congress is most likely to ignore these comments and go ahead with legislation.

A large number of American businessmen privately think that legislation in this area may produce a host of new regulations which would make foreign operations more difficult, with the result that foreign investment may decline.

Tougher regulations governing the Arab boycott of Israel could cause major problems for the United States in relations with numerous Middle East countries, notably Saudi Arabia, according to Dr Kissinger, the former Secretary of State.

He favoured solving the problem by quiet diplomacy, and said that legislation would not only reduce the chances of further progress towards peace in this area, but could also prompt the Organisation of Petroleum Exporting Countries to adopt a tougher policy on oil price rises.

The Congress seems determined to legislate on this matter.

Mr Blumenthal promised the Senate that he would review present regulations on compliance with the boycott by American companies and Mrs Juanita Kreps, the new Secretary of Commerce, assured the Senate that her department would be much tougher on companies which cooperated with Arab demands.

It is probable that numerous European leaders will tell Mr Mondale that they believe legislation on bribery, the boycott and human rights, while

Burton to pay pension fund extra £264,000

By Our Financial Staff

Barton Group's 1976 accounts published today, give an indication of the additional costs which companies will have to meet by the April 1978 deadline for the introduction of the state pension scheme.

Existing occupational pension schemes, covering half the country's 22 million workers, will have to match benefits awarded with the state plan, or be drawn into it.

To improve benefits for members of its scheme, Burton, which employs 18,800 in its 835 men's wear, Peter Robinson, Top Shop and Kymon office stores, has agreed to do so. Elsewhere in the country, has undertaken to make additional payments to its pension fund of £254,000 for a maximum of 18 years.

Burton, which reported pre-tax losses of £1.4m last year, before losses on schemes and closure of assets of a further £2.1m, also reports that the latest valuation of one of its pension funds shows a £4m deficiency, as increases in investment values fell behind higher salary levels. The deficiency will be filled by higher annual company contributions to the fund.

Pension costs have been the

Jeast of Burton's worries in the past few years, Mr. Ladislav Rice, the chairman, comments that the group stands on a "year 'on a stronger base" and, "although the economic outlook cannot be regarded as encouraging . . . the group is improving its ability to make gains in adverse circumstances."

New debt has been cut by £9.4m to £45m, which is 39 per cent of shareholders' funds, and the group has repaid the £4.6m Swiss franc loan that cost over £1.5m in exchange losses in the past two years.

Closely and tighter controls have either brought into profit or eliminated businesses which accounted for £2.4m of last year's trading losses. Furthermore, the planned expansion of the women's wear side of the business is in progress with the number of Top Shop outlets having been increased from 50 to 66 so far.

Internal valuations have been made of the group's properties, showing a value 5 per cent below the balance sheet total of £109m. Property sales of £11.4m in the year produced a £2.8m profit and net assets per share amount to 316p. The shares closed at 43p on Friday.

BIM chief urges pay flexibility

By Christopher Thomas
Labour Staff

Mr Healey is now considering a range of suggestions on the shape of a possible new wage pact for the unions, the latest of which he came from Sir Derek Ezra, chairman of the British Institute of Management.

He has told the Chancellor that a flexible percentage limit on wage policy with cuts in income tax would be introduced when the present pay restraint policy ends in July.

Sir Derek, chairman of the National Coal Board, says it is essential that Healey's flexibility is needed to give incentives to those with technical and professional skills.

Successful flat-rate pay

Meriden aid scheme for Cabinet

The future of the Meriden motor cycle workers' cooperative is expected to be considered by the Cabinet this week.

Mr Lever, Chancellor of the Duchy of Lancaster and the Prime Minister's economic adviser, has drawn up a rescue plan which would involve the subcontracting of work to the cooperative by GEC. It is understood that Sir Arnold Weinstock, GEC chairman, is considering providing sales and marketing expertise.

The cooperative is faced with an immediate need for an extra £1m capital, an original request for aid to that level having been turned down by the

seey staff advised to storm blockade

as who are angry at
ied out by strike
the Coventry tractor
assey Ferguson were
terday by the man-
x to try "storming
de" as some have
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380 of the strikers.
any's action is an
stop the picketing,
at a tower block of
ice in the center
ted Kingdom admin-
istrators.

cut off immediately
began before Christ-
executives and staff
ed the use of the
they had to operate
ment or in emergency
tion.

The pay dispute began when
380 assembly men had some
wages stopped for alleged
slow tactics. They claim
they were unable to meet
particular track speed re-
generated by the company on
new model.

About 900 others joined
the strikers, despite a facto-
wide vote against any exten-
sion and about 2,000 others had
be laid off.

Last Friday, when pickets
padlocked the factory gates to
strengthened their lines, the
company's employees, mostly
office staff, were unable to go
in and had to go home. The
management then closed the
plant.

Management has so far
turned a blind eye to the
pickets keeping their lines
going by using the guard rail
system in the compound.

Kites in the money at toy fair

Volume growth at least in exports, possibly with the home market sticking at last year's level, is the prospect for British kitemakers as the main United Kingdom trade fair got under way at the weekend at the Birmingham National Exhibition Centre.

But, with the annual award for top of the year, given by the National Association of Toy Makers, going to Mr Peter Powell, a Cheltenham kitemaker, it looked as if the latest variation on a hobby that goes back to the Chinese of 3,000 years ago might be one of the 1977 moneypioneers.

Mr Powell, a former carpenter who three years ago started producing stunt kites operated by double strings—at first on his kitchen table—almost did not get to the fair. He took a chance only in the last few days.

A display arranged between Peter Powell Kites and some mail outlets because the company had offered kites for sale

by direct mail—a move which it has now dropped.

Mr. Powell said: "We also have about 120,000 shoes ready on the factory floor for what turned out to be an order that was not going ahead, so we had a cash flow problem."

"Our bankers were perhaps quite naturally worried what with this and the direct mail affair, and it looked as if we were getting our backings. But that's all over now. Our creditors have also stood by us."

Already in the first two days of the fair, he claimed, new orders for kites had almost accounted for those in stock, the largest single order being for French one 100,000.

Last year 354,000 Powell kites were sold to Britain—they now retail at less than £5—and 54,000 abroad. Mr Powell hopes orders at the fair will allow him to shorten a four-year wait for a new factory which begins this week.

A number of the big toy-makers are increasing produc-

tion of kites, but another specialist maker, Cochranes of Oxford, expects substantial increases in sales in Britain.

Ty sales, according to the British Toy Manufacturers' Association, looked like rising on the home market by about 15 per cent in value this year to about £230m. But exports would rise by rather more, to 30 per cent, says the BTMA believes, to about £72m.

Some big groups are looking to taking a larger overall slice. Duabee-Corcomb-Marx is projecting 'well over 20 per cent' growth by value this year.

DCM expects a writ for infringement of copyright, taken out last year against one of the other major toy companies, Mettoy, to be heard later this year. The writ concerns DCM's 'Play People' range and a similar line produced by Mettoy, 'Busy Bees'.

It is the first time the association has gone to Birmingham.

Aluminium smelters back at full capacity

By Edward Townsend

Britain's three big aluminium smelters are now all operating at full capacity and appear to be well set to take advantage of the continuing increase in demand for the metal expected this year.

The British Aluminium smelter at Invergorrdon in the Scottish Highlands, which output was cut by half in September after a fire in an electrical reformer, is back to full production. There is also full working at the Anglesey Aluminium plant and at Alcan's Lymouth smelter in Northumberland.

The Invergorrdon fire caused alumina and flux to solidify in about 150 of the plant's reduction cells. Work on repairing the pots has taken just over three months and 318 are now in operation. It is estimated that the shutdown caused lost production of more than 6,000 tonnes out of the smelter's annual capacity of 102,000.

After last week's latest price increase by Alcan UK, the only company to quote its United Kingdom price, primary aluminium is fetching £530 per tonne.

Meanwhile, Aluminium covered

the shortfall in supplies by buying metal elsewhere although the Commodities Research Unit said last week that imports of semi-fabrications had been unusually high. This, it said, might be due to a previous shortage of metal preventing full capacity production.

The Anglesey smelter, the most troubled of the three in recent years, is also working at full capacity. The company has made considerable losses since the smelter opened in 1971 but went out of the red last year.

Kaiser Aluminum, one of the industry's four big American companies, which increases its share in Anglesey Aluminum to two-thirds in 1975 after a restructuring of shareholdings, injected new top management to the plant. A spokesman said last week that the future looked attractive "and we expect the financial position of the plant will continue to improve in 1977".

Mr Cornell C. Maier, Kaiser's president and chief executive, describes the turnaround at Anglesey as "impressively successful".

Mr Maier expects world aluminum shipments to rise by 10-15 per cent this year.

Britain's coal reserves 'can last 300 years'

Predicting expansion of the coal industry with anything up to 30 new coal mines, Mr Alex Eadie, Under Secretary of State at the Department of Energy, said at the weekend: "We have recoverable reserves of coal which will last for 300 years at current rates of extraction."

He said Britain was well on the way to self-sufficiency in energy by 1980. This was a situation few other Western industrial countries would be able to achieve.

Ford increases car prices by 6.8pc

Ford is increasing the price of its cars by an average of 6.8 per cent with immediate effect.

£100,000 Saudi order

Percy Lane Group has won a £100,000 export order for fireproof linen and waste disposal chute systems for Saudi Arabia.

£15m Soviet deal

Britain is to buy £15m worth of Soviet synthetic rubber over the next four years under an agreement signed by the International Synthetic Rubber Company, manufacturer of synthetic rubbers in Britain.

1 Include variable pay system to reward merit and achievement.

caused by the timing of the introduction of the £6 limit in phase one, and to allow self-financing new efficiency deals.			
3 Be combined with reductions in income tax to restore incentives.			
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Lending rate 13½ pc			
The Bank of England's minimum lending rate is being reduced ½ percentage point this week, to 13½ per cent. The following are the results of Friday's Treasury Bill Tender:			
Applications	£2,473m	Allotted	\$500m
At rate of 5.95.25		Received	11½%
Average	£2,669.7m	Received	10½%
Next Bill	£2,600m	Rebate	0.25 percentage

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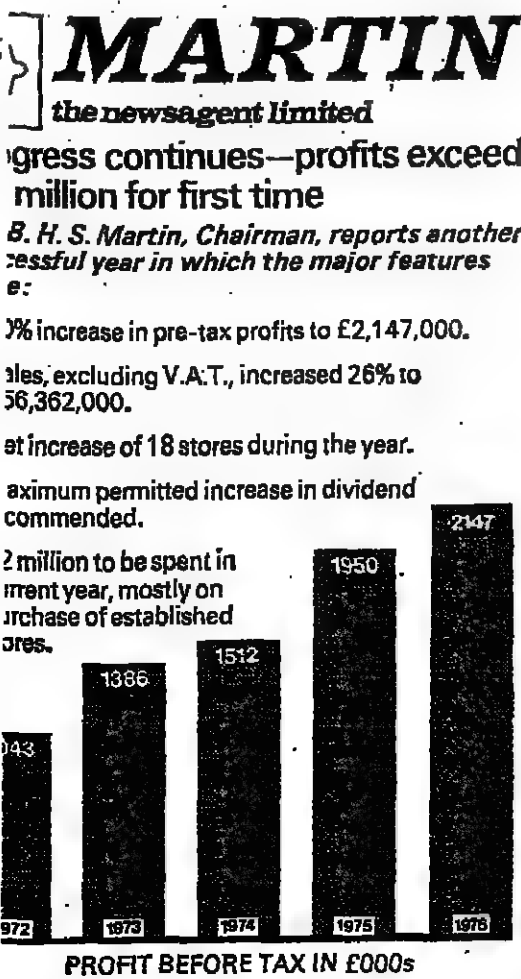
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THE EDITOR
interest rates
our problems

BY THE FINANCIAL EDITOR

A base rates dilemma for the clearers



When the base rate was cut from 12 to 10 per cent on Friday, it was a relief to many who had been expecting a cut in the base rate for some time. The cut was a relief to many who had been expecting a cut in the base rate for some time. The cut was a relief to many who had been expecting a cut in the base rate for some time.

levelling returns without regard to the relative risks of individual investments. Sir Geoffrey is right. But he has not divulged any Conservative Party magic formula for convincing the TUC. And his audience of industrialists may have felt a twinge of hypocrisy as their minds drifted beyond the applause to the effect of the controls on corporate liquidity.

if the banks have an eye on a money market, they are likely to be disappointed. The money market is likely to be disappointed. The money market is likely to be disappointed. The money market is likely to be disappointed.

Sir Geoffrey Howe, the Shadow Chancellor, has recently described dividend controls as a catalogue of unfairness and inefficiency. The simple, political nature of the controls tends to be overlooked in detailed analyses of their effects, and successive governments have been left to wave their arguments ineffectually before the impatient audience of governments.

NEVERtheless, the controls do distort the market, in 10 years obscuring the valuation of risk by levelling yields without regard to performance and obscuring the market's basic premise that equity prices reflect expectations of a future flow of income.

rd controls
price of
accord

Earnings and dividends per share on FT 500 index (1966=100), the shareholder gets left behind. Accounting year Inflation adjusted Earnings Dividend

Dollar premium
As the pound gets stronger

the controls have
arguing counter in
Government negoti-
the unions, a part-
wage controls.

find favour with investors who have seen dividends fall 27 per cent in real terms over the past decade, as the table shows. Earlier this month Sir Geoffrey Howe, the Shadow Chancellor, pointed to the Diamond Commission's findings that half of all dividend income is received by people whose total income is under £40 a week.

Just as in other markets, a fall in the dollar premium is likely to feed upon itself. It makes reasonable sense to hold investment currency despite a decline in the premium, if the pound is likely to fall at some future date. But these arguments don't apply if the pound is likely to hold steady—and the prospect of a rise creates strong arguments for taking losses now before they grow larger.

Will industrial democracy become a political pawn?

Hugh Stephenson

No one is going to be happy when the Bullock report on industrial democracy is published later this week. It has been an exercise from which several lessons should be learned. The first concerns the way in which the committee has conducted its proceedings. It has deliberated in secret on issues which go to the heart of the social, political and economic organization of industry and commerce in the private sector.

report will, therefore, explode on a world no better prepared to judge the issues involved than it would have been on the day that the Labour Party passed the resolution which led to the setting up of the committee in the first place. In fact, if anything, confusion is worse confounded by the extensive leaks from Bullock since the middle of 1976. At the outset, the active trade unionists were in favour of statutory powers for the German model, while the industrialists were more receptive to ideas of experimentation through existing board structures.

factor in the equation. It is a combination of other influences, well known, which have led to the trade union movement on the issue of industrial democracy are just as deep now as ever they were. Secondly, no government would wish to introduce legislation of such a profound kind if it merely provoked an immediate and credible promise that the opposition would repeal it lock, stock and barrel on being returned to office.

to promote a wider public debate about industrial democracy, which has so conspicuously not taken place under the rubric of Bullock. Mr Jack Jones, the spiritual sponsor of Bullock, will have retired. This would make it easier to judge the depth of his and other unions' commitment to specific Bullock proposals. In short, a betting man should take the view that post-Bullock legislation is unlikely this side of a general election. The subject would be better suited to an election manifesto than an early Queen's Speech. There could then be the hope of a mandate for the radical legislation, at present lacking. It would add little or nothing to public expenditure while appearing socially radical.

The time could profitably be used

Mr Carter: how long will the honeymoon with Congress last?

Before taking office President Carter promised to balance the federal budget within four years. (He also promised to reduce federal government spending as a percentage of gross national product, sharply to reduce the rate of unemployment and to ensure a further slowdown in the rate of inflation.) To secure this aim the President will have to reduce the rate of growth of federal government spending. Democrats have in the past sought to limit the growth of the budget by reducing defence expenditure, while maintaining substantial real growth in domestic social assistance programmes.

are quite unrealistic, especially for 1979 and 1980, when unemployment, according to the Ford figures, will be moving down to the 4.9 per cent level. Government economists now believe should be seen as a realistic full employment definition standard. As President Carter runs through the numbers of his predecessor's budget and 1977 annual economic report, he will probably reach the conclusion that he will have to hold public expenditure in the next few years to levels even below those outlined by Mr Ford (see table). He may reach this conclusion because of the recognition that his new reflection programme is likely to

decissor and is likely to be even less well disposed towards restraint in social assistance programmes, especially as unemployment is still extremely high, as poverty in many urban areas remains serious and as the finances of many big cities are more precarious than ever. In theory the Congress will recognize the problems that President Carter faces and help him, through its budget committees, to chart a course that produces a balanced budget by the time of next presidential election in November, 1980. But all the members of the House of Representatives and one third of the members of the Senate face reelection in two years time and when the chips are down it seems probable that, as in the past, electoral considerations will lead Congressmen to back away from approving cuts in social programmes that are bound to be unpopular.

lines are state-owned and find it difficult to shed staff in bad economic times. At the time of the merger of BOAC and BEA, British Airways was generally accepted to be heavily overstaffed, but it was only through a ban on recruitment, early retirements and other normal wastage that the new joint airline could make even a start on getting its employee numbers down. According to the most recent British Airways annual report, manpower at March 31, 1976, stood at 52,351, compared with 53,066 a year earlier. Pooling of both departure times and route revenue is carried on between British Airways and many other airlines. While this may help the public by spacing out flights instead of bunching them all in the peak periods, it also leads to a lack of incentive in the airlines to do better.

Former President Ford has effectively blocked the Congress from taking this course again.

Mr Ford's budget proposals for the 1978 fiscal year (which starts on October 1, 1977) involve a rise in defence expenditure of roughly 10 per cent to about \$112,000m. The figure is lower than had been expected, but this is explained by Mr Ford's optimism that successful arms limitation agreements will be reached with the Soviet Union.

Weighty backing for the committee's views came from the authoritative American aviation magazine *Air Transport World* which, in a survey of 1975 world airline rankings, listed British Airways top in the number of employees (52,000) and sixth in fleet size, but seventh in the number of passengers carried, sixth in revenue kilometres that those passengers were flown, and eighth in air freight.

United, the biggest American airline, came second in the number of employees (46,000) and well ahead first in fleet size, but were also first in passengers carried and revenue kilometres and fifth in air freight.

It is a tightly controlled defence programme in which it seems most improbable that President Carter and the Congress will manage to find means of saving more than \$3,000m or \$4,000m at most. Mr Ford's proposals involved significant reductions in taxation, and President Carter is unlikely to be able to raise revenues much above the level suggested by his predecessor because he has already committed himself to a two-year \$30,000m inflationary programme (relative to the prospects before the Ford budget) that includes substantial tax cuts.

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But that easy option is a fantasy of those who have not been in government and will hardly survive Mr Carter's first months in office. The conclusion one is forced to reach, if one assumes that President Carter does not intend to back away from his budget promises, is that he is going to have to face the fact that ahead of him lies a bitter battle with the Congress.

British airlines' representatives at the CAA hearing pressed their comparisons between their companies' performance and that of the American airlines were unfair. There are important reasons why like cannot be compared directly with like in this case, they contended. But the Americans do provide more of a yardstick for them than the European airlines care to admit. Their equipment is the same and, in many cases, the distances which they fly are similar.

Revenues could, of course, be higher, just as spending could be lower, if the economy were to grow spontaneously in real terms at a faster rate than Mr Ford's advisers projected. A greatly increased rate, however, would almost certainly produce a higher inflation level over the next few years. After all, Mr Ford's budget programme, aiming at a budget surplus by the end of fiscal year 1980, is based upon expectations of real growth in gross national product (5.2 per cent in 1978, 5.9 per cent in 1979 and 5.5 per cent for 1980). Most economists would concede that these are optimistic real growth forecasts, while many would suggest that they

imposed, most of them from Zanussi. The Treasury and Nedo were convinced, however, that 120,000 machines were imported under contract with Zanussi and sold under the "Electra" label, and that a great concession had been won from the council which had pledged to source over half its requirements from British manufacturers. Last Friday, although both sides were claiming agreement, confusion still seemed to reign. The Treasury was saying that Healey should have made it clear he was referring to only one of the council's "own-brand automatic" machines being almost wholly imported. For its part the council was sticking to its original figures. Perhaps it will all come out in the wash.

Mr Ford's advisers argued that the 1979 and 1980 inflation rates they forecast could be achieved only through a significant rise in productivity produced by a higher rate of business investment. Fears of adding to inflation and thus eventually weakening the economy's growth prospects and the chances of producing a balanced budget are likely to be much more in evidence in the White House than on Capitol Hill, where the Congress time and again has charged ahead with inflationary spending programmes. President Carter has already had difficulties with the Congress in winning approval for all of his designated top administration officials. Now, in the next few weeks, he will have to present it with the changes he favours in Mr Ford's budget proposals.

Many of the fares which the American airlines charge are half those charged in Europe—£30.48 for the 395 miles between Boston and Buffalo; £54.81 for the 400 miles between London and Frankfurt. With such a disparity, it is virtually impossible to escape the conclusion that United States airlines are more productive than those in Europe, even taking into account the peculiar factors which hold the Europeans back. These factors are higher payments for landing airlines (a Transair costs £93 to land at an American airport and up to £246 at Heathrow, London), higher charges for fuel and oil, navigation charges (free in America) and the fact that European airlines have to fly over so many different frontiers, which inhibits efforts towards cost-cutting.

Business Diary in Europe: London still charms the bankers

pular pastime among bankers to debate London can debate its position as the capital of the Euro-markets. Some worry level of personal tax, but corporate tax and out that a growing of new loan busting looked elsewhere. All the problems, the continuing to flood it.

Bank of the Netherlands and Bayerische Landesbank of West Germany. Another European bank and two from South America are planning to open and five representative offices are to be turned into full branches.

Only a fortnight or so after his arrival in the European capital, he is having to wrestle with the knotty problem of a flagrant violation of the EEC's fair competition policy by none other than his former Labour Cabinet colleague, John Silkin, the Minister of Agriculture.

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find favour with investors who have seen dividends fall 27 per cent in real terms over the past decade, as the table shows. Earlier this month Sir Geoffrey Howe, the Shadow Chancellor, pointed to the Diamond Commission's findings that half of all dividend income is received by people whose total income is under £40 a week.

Just as in other markets, a fall in the dollar premium is likely to feed upon itself. It makes reasonable sense to hold investment currency despite a decline in the premium, if the pound is likely to fall at some future date. But these arguments don't apply if the pound is likely to hold steady—and the prospect of a rise creates strong arguments for taking losses now before they grow larger.

Revenues could, of course, be higher, just as spending could be lower, if the economy were to grow spontaneously in real terms at a faster rate than Mr Ford's advisers projected. A greatly increased rate, however, would almost certainly produce a higher inflation level over the next few years. After all, Mr Ford's budget programme, aiming at a budget surplus by the end of fiscal year 1980, is based upon expectations of real growth in gross national product (5.2 per cent in 1978, 5.9 per cent in 1979 and 5.5 per cent for 1980). Most economists would concede that these are optimistic real growth forecasts, while many would suggest that they

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Professor Joachim Zahn

By so refiging his board, Daimler's chief executive Professor Joachim Zahn has gone a long way to stilling criticism that the company was falling under the control of a gerontocracy. Six months ago, Daimler's managing board contained only two full members under the age of 50—Reuter and Dr Gerhard Prinz. Over the next three years there will be close interest on Daimler's headquarters in Stuttgart to see who will emerge as the man to succeed Zahn in the top job, should he retire as planned at the end of 1979.

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"A most successful half year"

Profits doubled to £1,000,000

RETAILERS OF FOODS & NON-FOODS

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FINANCIAL NEWS AND MARKET REPORTS

Fuel shares coming in from the cold

Fuel company shares have been out in the cold for a considerable time, thanks to four consecutive mild winters. But with this year's return to more traditional arctic conditions the sector is finding new favour with stock market analysts and investors.

With the season just over half completed much of brokers' current enthusiasm for the shares would seem to rest on the long-range weather forecasts, but there is no doubt that several companies have already seen significant benefits from cold conditions so far.

Brokers' views

Gleefully reporting that the last four months of 1976 were some 13 per cent colder than normal, Grieverson Grant has come up with a whole host of what it calls *Shares for winter weather*. Pointing out that the companies in question are also benefiting from improved industrial demand and a 15 per cent coal price increase, the broker is looking for a big boost in the industry's profits this year.

Grieverson says that some shares are particularly interesting, combining low p/e's with above average yields. Quoting as its favourites among fuel handling companies, Charringtons, Hargreaves, and Powell Duffryn. It also recommends purchases of Carless, Capel & Leonard and AAB, while "hold/buy" recommendations

are made for IC Gas and Coalite.

Sebag's prediction that J. Lyons will cut the dividend this year has apparently fallen on deaf ears with the shares breaking through the 60p mark following signing of the deal with T. House's Forte. The broker's belief is that the trading outlook remains grim and that despite the disposals Lyons will remain a highly geared company.

Despite a fairly poor view of the food sector, partly because food price inflation is expected to outstrip general inflation, Spencer Thornton & Co and Heseltine Moss & Co are of like mind about the prospects for BICC. Spencer tips the final outcome for last year at £44m and Heseltine goes £500,000 higher but both firms strongly advise purchases.

Quilter Hilton Goodison thinks that Steelco's potential in the world steel industry has so far gone largely unrecognized. Suggesting purchases of the shares it says that the weakness of sterling and Steelco's world lead on a new process for making top grade magnesia at reduced cost should give the company a very strong competitive position especially in export markets.

Now predicting 1976 pre-tax profits of close to £545m from ICI, Beckmaster & Moore says the shares are not expensive at current levels given the immediate prospects, the intrinsic strengths and the excellent marketability.

Richard Allen

Martin and NSS again in top form

Two similar groups in the sector of multiple retail newsagents, confectioners and tobacconists sound a note of buoyancy in their annual reports. Martin the Newsagents, pre-tax profits of £2.15m for 1976, and NSS Newsagents at £2.4m are both going well in the present term.

Martin has opened one new site, bought 13 established stores and disposed of four since October. Arrangements have been made for another 11 branches and further outlets are being negotiated. Some £2m is being spent mostly in the buying of established stores. In the first 10 weeks, says Mr B. H. S. Martin, chairman, sales are up 17 per cent and the Christmas season was good. Benefits should also flow from economies made last year.

Mr P. H. Byam-Cook, NSS chairman, says the group is reviewing the whole of its trading strategy with a view to improving the sales mix by increasing volume and value of goods with better profit margins. Turnover in the first 10 weeks of the present term was "buoyant". With many price increases on the cards early in the new year, further growth should be achieved.

Jardine extends in ship broking

Matheson & Co. the United Kingdom wholly-owned subsidiary of Jardine Matheson Group, is forming a new company, Howe Matheson Tankers, to develop further its tanker broking activities.

The group in London is already represented by three ship

broking companies who are all members of the Baltic Exchange and these are Howe Robinson, and Matheson (Chartering), who provide dry-cargo ship broking in conjunction with Matheson Chartering (Hong Kong), and Howe Matheson. The latter two operate in the sale and purchase market across the whole commercial shipping sphere.

Demand upturn boosts Alcoa

The world's leading aluminium company, Aluminum Co of America, reports net profit of \$143.8m in 1976, or \$4.14 a share. This compares with \$64.8m, or \$1.85 a share.

Return on invested capital was 5 per cent in 1976 and 2.3 per cent in 1975. Return on shareholders' equity was 8.5 per cent in 1976 and 4.1 per cent in 1975. Alcoa reported sales and operating revenues of \$2,500m in 1976, compared with \$2,300m in 1975. Income from operations was \$118.2m against \$54m.

Mr W. H. Krome, George, chairman, said that higher aluminium demand and some improvement in prices helped to increase Alcoa revenues and earnings compared with the recession year of 1975. But the return on invested capital of 5 per cent in 1976 was "substantially below" the level required to modernise and expand facilities.

Hertz again at peak

Hertz Corporation, the world's largest vehicle renting/leasing concern, reports profit in the fourth quarter of 1976 at a

record. It rose 61 per cent above the same period on an 8 per cent increase in revenues.

Profit for all of 1976 was 50 per cent higher than in 1975, and set a peak for the fifth year running. Revenues for 1976 were 9 per cent higher.

In Europe, operations were also a record, and were a key factor in the overall results, says Mr Robert L. Stone, chairman.

World-wide profit in the fourth quarter was \$9.5m compared with \$5.9m. For the full year world-wide profit was \$42.2m against \$28.1m. Revenues were a record \$780.5m compared with the \$715.8m.

Bumper year under way at Wstn Board

Another record year is shaping up at Western Board Mills. Pre-tax profits of the group, which makes mill and fibre boards from waste paper, went up 13 per cent in the six months to September 30 to £283,000 on turnover up from £967,000 to £1.1m.

Profits were stated before adding £2,000, against £3,000, of extraordinary items.

Mr H. H. Vogel, chairman, says that the three months to December 31 saw higher sales and profits than a year earlier thanks mainly to increased exports. This business was obtained at "satisfactory prices". He thinks that the remaining three months of the year will show a similar pattern.

Profits for the whole of 1975-76 rose from £458,000 to £557,000.

Lonrho, Grand Met finals, Plessey qtr

Board meetings for this week include:

TODAY—Interims, Ecom, Rivlin (ID & S), and Warren Plantation Holding. Finals, Bamfords and Derby Trust.

TOMORROW—Interims, Cowan de Groot, Hales Property, Hambro Trust, Henderson Kenton, Houchin, M. L. Holdings, and Scottish English & European Textiles. Finals, Abbey Panels, Ashdown Inv Trust, Capital & County Laundries, Leda Inv Trust, and Lincroft Kilgour.

WEDNESDAY—Interims, Austin (James) Steel Holdings, Fashion & General Inv, Macarthy's Pharmaceuticals, New Throgmorton Trust and York Trust. Finals, Alexander Discount, Allied Manufacturing & Trading Inds, CGSB Holdings, Fluidrive En-

gineering, Greenfriar Inv, Henlys, Mears Bros Holdings, Lonrho, and Standard Trust.

THURSDAY—Interims, Allen (WG) & Sons (Tipton), Commercial Bank of Australia, Daajan Holdings, Fitch Lovell, Inchcape & Co, Manson Financial Trust, Midland Trust, Plessey (3rd quarter), Radley Fashions & Textiles, and Smith, David S (Holdings). Finals, Albion, Brooke Tool Eng (Holdings), British Sugar Corporation, Edinburgh American Assets Trust, Pleasurama, Saatchi & Saatchi, and Smallshaw (R).

FRIDAY—Interims, Amalgamated Distilled Products, and Brown (John) & Co. Finals, Allied Textile, Grand Metropolitan, Lookers, and Wagon Finance.

Higher leasing revenue benefits BankAmerica

A higher net interest differential, including increases in leasing revenues and in other operating revenues, helped final quarter figures of BankAmerica, the world's largest. For the final three months of 1976 operating net profit moved from \$82.8m to \$93.6m and from 60 to 65 cents a share. The net improved from \$83.2m to \$94.3m. For the year profits rose from \$302.8m to \$336.8m.

Earnings were also helped by a lower loan loss provision and continued good cost control. Leasing revenue on a taxable equivalent basis was \$79.1m, up \$57.4m.

Strong gains were also recorded in consumer instalment loans and property loans. Loans to property investments, which totalled some \$434m, down from \$536m.—Reuter.

CompAir buoyancy tinged with caution

By Richard Allen

The reputation for earned by Mr Nish mid, chairman of CompAir, has not been impaired by the company's annual statement. The chairman tells shareholders that the company's advance in profit circumstances affect markets "which are a balm to control".

Mr MacDiarmid as he was equally careful to forecast ahead of financial year. This is to be the best in it with pre-tax profits 21 per cent up on last year at £12m.

Reviewing that p says that the Australian subsidiaries excellent results in economies as did American whose pre-comfortably topped £ has been a steady increase in profits. It is that a new factory is due to be completed this year.

The group has about 100 employees in new offer for Brothers, the subject of a takeover bid by a commercial logic of situation.

Briefly

SCANDINAVIAN BANK

Profit before tax and extraordinary item for 1976 up from £4.84m to £6.5m. Earnings after tax and item £3.18m against £2.25m. Good results expected in current year.

ULTRA ELEC PURCHASE

Ultra Electronic Holdings has paid £120,000 for Bribdon Printed Circuits, a Frank H. Ayling subsidiary. Ultra's components offshoot is already a major supplier of printed circuit edge connectors.

SCOTT & ROBERTSON

Scott & Robertson, makers of synthetic and fibre products, in a deal agreed deal, has sold its Grange factory at Glenrothes for £410,000 to Glenrothes Development Corporation.

STATE INV-HONGKONG BANK

State Investment House Inc and Wardley, a 100 per cent-owned subsidiary of Hongkong & Shanghai Banking, have agreed for Wardley to subscribe a 25 per cent interest in enlarged equity of SHB.

LAND & HOUSE PROPERTY

Though imprudent to make unqualified assessment of outcome for year to end-September, 1977, Mr Geoffrey Pollard, chairman, looks to results matching last year's £407,000 after tax. Mr William Wells to succeed as chairman.

UNITED SPRING & STEEL

All the signs are the spring division set fair for good year, writes Mr David Westwood, chairman. But steel sales is finding difficulty in holding margins and little indication of change in next few months. But, if even a modest improvement in demand comes before mid-year, he is "reasonably optimistic" of good final outcome (against £533,000 pre-tax).

MERCHANT INVESTORS

Merchant Investors Assurance has launched its version of a high allocation plan in Merchant Investors Plan. Basically its aims are flexibility and tax-free capital and income.

SPERRY RAND AHEAD

Net profit for third quarter to December 31 of \$36.7m, up 4.8 per cent. Primary earnings a share of \$1.05 against \$1.01. Net profit for nine months up 4.7 per cent to \$109.01m and earnings a share up from \$3 to \$3.13.

Weekly list of fixed interest stocks

Stock	Price	Yield
Alb & Wilson 7% Deb	57 1/2	5 1/2
Alb & Wilson 8% Deb	57 1/2	5 1/2
Alb & Wilson 9% Deb	57 1/2	5 1/2
Alb & Wilson 10% Deb	57 1/2	5 1/2
Alb & Wilson 11% Deb	57 1/2	5 1/2
Alb & Wilson 12% Deb	57 1/2	5 1/2
Alb & Wilson 13% Deb	57 1/2	5 1/2
Alb & Wilson 14% Deb	57 1/2	5 1/2
Alb & Wilson 15% Deb	57 1/2	5 1/2
Alb & Wilson 16% Deb	57 1/2	5 1/2
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Alb & Wilson 92% Deb	57 1/2	5 1/2
Alb & Wilson 93% Deb	57 1/2	5 1/2
Alb & Wilson 94% Deb	57 1/2	5 1/2
Alb & Wilson 95% Deb	57 1/2	5 1/2
Alb & Wilson 96% Deb	57 1/2	5 1/2
Alb & Wilson 97% Deb	57 1/2	5 1/2
Alb & Wilson 98% Deb	57 1/2	5 1/2
Alb & Wilson 99% Deb	57 1/2	5 1/2
Alb & Wilson 100% Deb	57 1/2	5 1/2

How Mr Cube Added Value to 1976

During 1976 Mr Cube continued to work successfully for his many customers, shareholders and the thousands of employees in the countries in which he operates.

TOTAL SALES £1344.4m

less

COST OF RAW MATERIALS AND EXPENSES £1211.2m

plus

Other income £12.9m

gave

ADDED VALUE £146.1m

THIS ADDED VALUE WAS USED FOR:

Wages £73.6m

***Taxes to Governments £16.9m**

***Dividends £6.5m**

***Payments to Partners £2.8m**

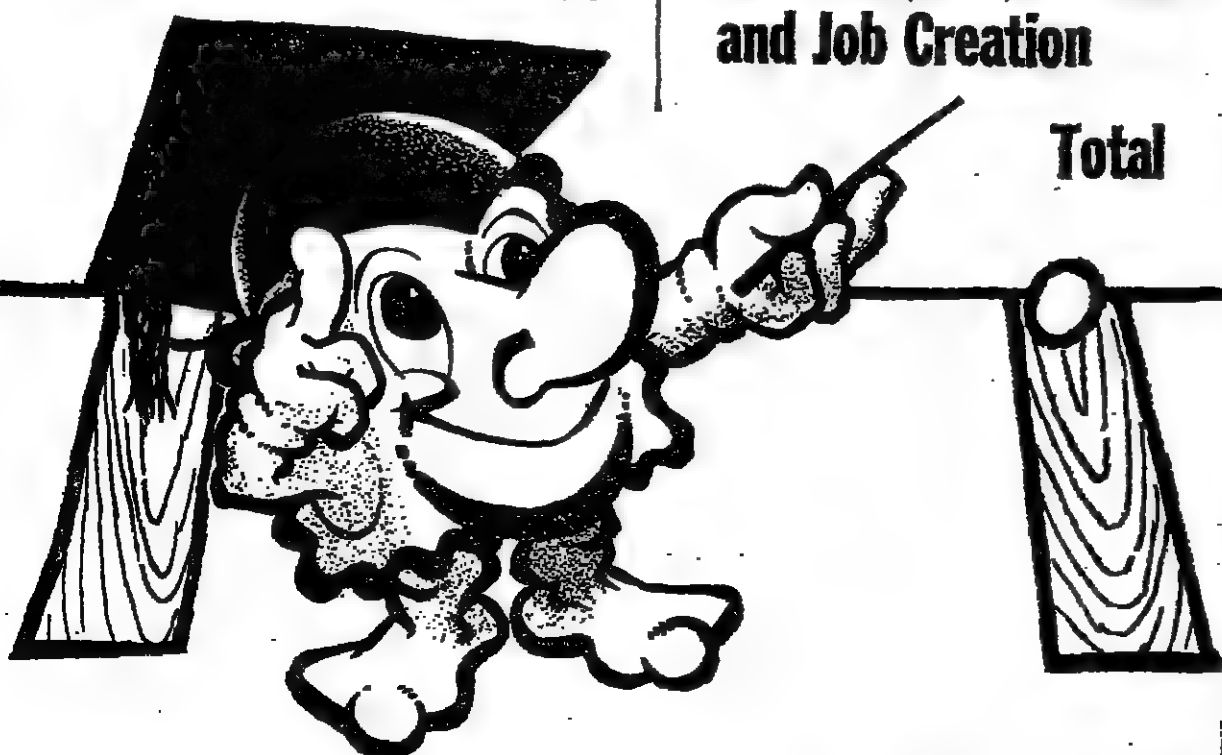
Interest on Loans £8.2m

***Extraordinary Item £6.2m**

Depreciation £11.8m

***Retentions for Future Growth and Job Creation £20.1m**

Total £146.1m



***PRE-TAX PROFITS UP 10.5% TO £52.5 million.**
Total invested for growth and development during the last two years £125 million.

Shareholders will receive a copy of the Chairman's Statement within the next few days.

The Annual Report and Accounts for 1976 will be published on 18th February, 1977. Further copies will be available from Eric Wright, Secretary, Tate & Lyle Limited, 21 Mincing Lane, London EC3R 7QY.

TATE + LYLE
Out of sweetness came forth strength

Coffee hits 'resistance points' but prices still comfortable

The disease may not be the threat it once was, but the airborne fungus could quickly spread to neighbouring Central American producers like Costa Rica, El Salvador, Guatemala, and Honduras.

Harvesting is already over in the area for this year, of course, but together these countries account for 12 per cent of world output, and an outbreak of rust now could set back hopes of a recovery in world output next year.

(Current market price multiplied by the number of shares in issue for the stock quoted)

[illegible]

Secretarial and Non-Secretarial

ments also on page 8

Advertisements on this page are open to both male and female applicants.

SECRETARIAL

LONDON BRIDGE OR WATERLOO COMMUTER?

Partner of large professional organisation in world-wide business development, and a vital public interest requires Secretary/P.A. well educated and personable. Age 30ish. Salary for the right applicant.

Tel: Mrs. Byrnes, 01-222 5091

NORMA SKEMP

PERSONNEL SERVICES
14 Broadway, S.W.1

SECRETARIAL

WHY DO THE BEST JOBS AND THE BEST P.A.s AND SECRETARIES COME TO

JUDY FARQUHARSON LTD.

Well, we see you in confidence in beautiful offices, and are happy to give advice with no obligation.

We don't believe in pressure, we believe in being selective.

Come and see us now for a wide range of jobs, from College Leavers (16 for P.A.s at £4,500).

WEST END: J.F.L. (GREEN PARK), 17 STRATTON ST., W.1. 483 8224.

CITY: J.F.L. (BANK/ST. PAULS), 7 GRESHAM ST., E.C.2. 247 1388.

JUDY FARQUHARSON LTD.

SECRETARIAL DIVISION

SECRETARIAL

SECRETARY

Squash Rackets Knightsbridge

We need an Administrative Secretary with lots of initiative to help our Tournament Executive. The job would be ideal for someone with organising ability as well as good secretarial skills. Salary £2,700 plus.

PHONE MRS. GOODBODY 01-584 0094/2506

TOP INTERNATIONAL

needs a really efficient P.A./SECRETARY with knowledge and initiative to look after their advertising business. Experience in the main business is not essential but must have a good knowledge of all aspects of the business. £2,000 p.a.

PATRICIA DUNN, 020 5132

MOTOR RACING £3,000

Attend and organise motor racing events, including races, trials, and other events. Must be able to work long hours and have a good knowledge of the racing industry. Salary £3,000 p.a.

CHURCHILL PERSONNEL, Abford House, 15 Wilton Rd., S.W.1.

SECRETARIAL

HELP RUN ARCHITECTS OFFICE IN N.1

LINE TO WORK in small friendly Architect's office. Close Highgate/Stratton. Substantial salary. Architectural Partner requires a Secretary to help him and manage the office. Salary around £2,000.

PHONE 01-222 7175

BOND ST. BUREAU

PUBLISHING. ORIENT. TATLER. GARDIAN. Director of Publishing, seeks senior and experienced Secretary. Must be a professional, intelligent, and have a good knowledge of the publishing industry. Salary £2,500 p.a.

WINE IMPORTERS. A wine company, with a large and growing business, requires a Secretary to help with the day-to-day running of the office. Salary £2,000 p.a.

INTERNATIONAL TRADING

These senior executives with a wide range of experience in international trading, are looking for a Secretary to help with the day-to-day running of the office. Salary £2,500 p.a.

629 0641 629 3692

TOURISM £3,000

Join this so-called Hotel Representative Agency as a Tourist Representative. You will be responsible for the day-to-day running of the office, and for the recruitment and training of new staff. Salary £3,000 p.a.

PERSONNEL/TRAINING

These senior executives with a wide range of experience in personnel and training, are looking for a Secretary to help with the day-to-day running of the office. Salary £2,500 p.a.

629 0641 629 3692

RENTALS

FERRIER AND DAVIES

6 Beaumont Place, S.W.3. 01-584 3232

It is a fact that the rental market is still very active. If you have a property to rent, or if you are looking for a property to rent, then contact us. We have a large and growing list of properties for rent, and we can help you find the right property for your needs.

01-584 3232

CABBAN & GASEL

40 Beaumont Place, S.W.3. 01-584 5491

BENHAM & REEVES

RESIDENTIAL LETTING OFFICE

LET LONDON'S QUALITY HOMES

TEL: 01-435 9681

IT'S PARK

3,150

Secretaries are young Partners professional office, Metropolitan and London (City) areas. Salary £2,000 p.a.

CAREERS

94 0202

Secretary/P.A. Essential. Salary £2,000 p.a.

50 P.A. BONUSES

Secretary/P.A. Essential. Salary £2,000 p.a.

36 0967

Secretary/P.A. Essential. Salary £2,000 p.a.

SECRETARY

As an Assistant Employment Affairs Officer, you will be responsible for the day-to-day running of the office, and for the recruitment and training of new staff. Salary £2,500 p.a.

BUBBLY AND BRIGHT

£3,300

The Managing Director of an international company is looking for an Assistant Secretary to help with the day-to-day running of the office. Salary £3,300 p.a.

RESEARCH COMPANY—£3,500

Deal with publications, marketing, and sales. Must have a good knowledge of the publishing industry. Salary £3,500 p.a.

BIG BUSINESS

£3,400

Get where the action is as a Secretary to a senior executive in a big business. Salary £3,400 p.a.

ADVERTISING £3,000 PLUS

Help international advertising agency. Must have a good knowledge of the advertising industry. Salary £3,000 p.a.

TRY PRESTIGE P.A.—£3,000

Join this so-called Hotel Representative Agency as a Tourist Representative. You will be responsible for the day-to-day running of the office, and for the recruitment and training of new staff. Salary £3,000 p.a.

SECRETARIAL

SECRETARY

URGENT FOR CASH

We will pay you for whatever it is. Even if it is a small amount. We will pay you for whatever it is. Even if it is a small amount.

Ring J.D.C. AUTOS TODAY Tel: 01-340 7218

SITUATIONS WANTED

RACING DRIVER. 28, reasonably experienced, good record, own car. Seeking a position in racing. Salary £2,000 p.a.

FLAT SHARING

Wanted: 2 or 3 to share large flat, 2 bedrooms, 2 bathrooms, 2 living rooms, 2 kitchens, 2 dining rooms, 2 bedrooms, 2 bathrooms, 2 living rooms, 2 kitchens, 2 dining rooms. Salary £2,000 p.a.

WANTED: FORDS—Any model or year. State cash. 086 1363.

RENTALS

Kenwood

The Letting People

Telephone 01 402 9408/9

Hamstead

Our properties are highly sought after. If you are looking for a property to rent, or if you have a property to rent, then contact us. We have a large and growing list of properties for rent, and we can help you find the right property for your needs.

01-794 1125

George Knight & Partners

17 Beaumont Place, S.W.3. 01-584 7881

SCOTT GILROY

17 Beaumont Place, S.W.3. 01-584 7881

CUTLASS & CO.

17 Beaumont Place, S.W.3. 01-584 7881

RENTALS

AROUND TOWN FLATS

130 HOLLAND PARK AVE. W.1. 01-229 0033

As central London's specialist in the short and long term rental of luxury furnished flats and houses, we have many first class flats waiting for you. Our professional experience will ensure a smooth and trouble free transition. Do ring us if you would like our help.

01-229 0033

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As central London's specialist in the short and long term rental of luxury furnished flats and houses, we have many first class flats waiting for you. Our professional experience will ensure a smooth and trouble free transition. Do ring us if you would like our help.

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01-229 0033

Television

BBC2

11.00-11.15 am. Play School. 1.00 pm. Pops. 3.30 pm. Education. 4.00-4.25 pm. Signs of Trouble. 7.00 News Headlines. 7.30 News. 7.50 News. 8.00 News. 8.15 News. 8.30 News. 8.45 News. 9.00 News. 9.15 News. 9.30 News. 9.45 News. 10.00 News. 10.15 News. 10.30 News. 10.45 News. 11.00 News. 11.15 News. 11.30 News. 11.45 News. 12.00 News. 12.15 News. 12.30 News. 12.45 News. 1.00 News. 1.15 News. 1.30 News. 1.45 News. 2.00 News. 2.15 News. 2.30 News. 2.45 News. 3.00 News. 3.15 News. 3.30 News. 3.45 News. 4.00 News. 4.15 News. 4.30 News. 4.45 News. 5.00 News. 5.15 News. 5.30 News. 5.45 News. 6.00 News. 6.15 News. 6.30 News. 6.45 News. 7.00 News. 7.15 News. 7.30 News. 7.45 News. 8.00 News. 8.15 News. 8.30 News. 8.45 News. 9.00 News. 9.15 News. 9.30 News. 9.45 News. 10.00 News. 10.15 News. 10.30 News. 10.45 News. 11.00 News. 11.15 News. 11.30 News. 11.45 News. 12.00 News. 12.15 News. 12.30 News. 12.45 News. 1.00 News. 1.15 News. 1.30 News. 1.45 News. 2.00 News. 2.15 News. 2.30 News. 2.45 News. 3.00 News. 3.15 News. 3.30 News. 3.45 News. 4.00 News. 4.15 News. 4.30 News. 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CLASSIFIED ADVERTISING

To place an advertisement in any of these categories, tel.

Private Advertisers only 01-837 3311

Manchester office 061-834 1234

Appointments 01-278 9161

Property Estate Agents 01-278 9331

Personal Trade 01-278 9331

Appointments Vacancies 10

Domestic Situations 10

Education 10

Financial 10

Legal Notices 10

Local Government Public 10

Medical 10

Motor Cars 10

Property 10

Religious 10

Services 10

Social 10

Sport 10

Travel 10

Wanted 10

Work No. replies should be addressed to:

The Times

P.O. Box 7

New Printing House Square,

Gray's Inn Road,

London EC1A 3BB

Deadline for cancellations and

alterations to copy (except for

prolonged advertisements) is

15.00 hours prior to the day of

publication. The deadline for the

issue of the paper is 12 noon

Saturday. On all cancellations a

charge will be levied. The

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DIAMOND WEDDING

CROFTSWORTH TROLOPE-In

1977, the 50th anniversary of

the marriage of Mr. and Mrs.

John Croftsworth Trollope

will be celebrated on Monday

January 24th at 11.30 am

at St. Paul's Church, London

Present address: 100, Eaton

Square, Surrey.

DEATHS

BARNETT-On January 21st,

at home, Mrs. Jane Barnett

aged 85, died peacefully

surrounded by her family.

Funeral 11.30 am Monday

at St. Paul's Church, London

Present address: 100, Eaton

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